



熊猫绿色能源集团有限公司  
Panda Green Energy Group Limited

Hong Kong Stock Code 香港股份代號: 00686



2016

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

COMMITTED TO PROVIDING AFFORDABLE CLEAN ENERGY

致力提供經濟、清潔的能源

# ABOUT PANDA GREEN

## 關於熊貓綠能

- Panda Green Energy Group Limited (formerly known as United Photovoltaics Group Limited) (the "Company", "Panda Green", or "We", collectively with its subsidiaries, the "Group") is principally engaged in the development, investment, operation, construction and management of solar power plants and other renewable energy projects. As at the end of 2016, the aggregate installed capacity of Panda Green and its associates and joint ventures surpassed 1,291MW.
- These solar power plants spread across Inner Mongolia, Qinghai, Ningxia, Shanxi, Hubei, Xinjiang, Gansu, Yunnan, Shandong, Hebei, Jiangsu and Guangdong, including the first completed 100MW Top Runner Project<sup>1</sup> located in Datong, Shanxi.
- Panda Green cooperates with the United Nations Development Programme to jointly launch the global Panda Solar Projects Campaign to promote youth engagement and innovation to promote sustainable development.
- 熊貓綠色能源集團有限公司(前稱聯合光伏集團有限公司)(「本公司」、「熊貓綠能」或「我們」, 連同其附屬公司, 「本集團」) 主要經營太陽能發電站及其他可再生能源項目的開發、投資、運營、建設和管理。於2016年底, 熊貓綠能、其聯營公司及合營企業擁有的總裝機容量已超過1,291兆瓦。
- 這些太陽能發電站廣泛分佈在內蒙古、青海、寧夏、山西、湖北、新疆、甘肅、雲南、山東、河北、江蘇及廣東, 當中包括於山西大同首項完成的100兆瓦「領跑者」項目<sup>1</sup>。
- 熊貓綠能與聯合國開發計劃署合作, 攜手開展全球熊貓太陽能項目計劃, 推廣青年參與及創新, 以推動可持續發展。

### KEY FACTS AND FIGURES FOR FY2016

#### 2016財政年度關鍵數據

**Revenue (million RMB)**  
收入(人民幣百萬元)

**998**  
**+58%** yoy  
按年

**Net Profit (million RMB)**  
淨利潤(人民幣百萬元)

**382**  
**+2%** yoy  
按年

**Electricity Generation (MWh)**  
發電量(兆瓦時)

**1,345,830**  
**+57%** yoy  
按年

**Aggregate Installed Capacity**  
總裝機容量

**1,291** MW  
兆瓦  
**+32%** yoy  
按年

**Training expense per employee (RMB)**  
每位僱員培訓開支(人民幣)

**2,036**  
**+118%** yoy  
按年

**Fatalities**  
傷亡

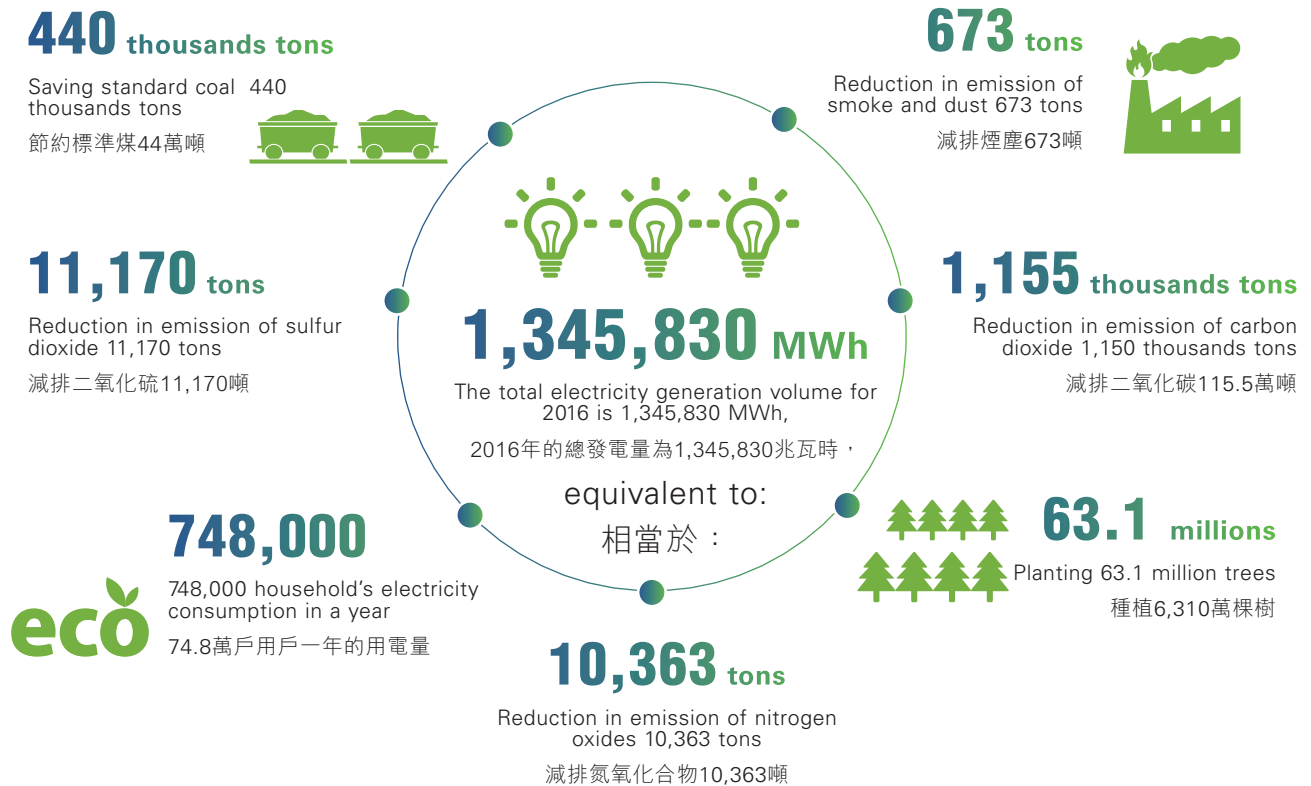
**Zero**  
**零**

<sup>1</sup> Implemented by the National Energy Administration and launched in 2015, the "Top Runner" Project aims to promote the application of advanced technology in the development and operation of solar power projects, rather than the pursuit of scale expansion. In September and October of 2016, Panda Green was shortlisted as recommended investor for the Inner Mongolia Baotou City and the Anhui Lianghuai Coal-Mining Subsidence Area Advanced Technology PV Power Generation Demonstration Sites respectively.

<sup>1</sup> 「領跑者」項目由國家能源局於2015年實施啟動, 旨在推動將先進技術應用於開發及營運太陽能電站項目, 而非追求大規模擴張。於2016年9月及10月, 熊貓綠能分別名列為內蒙古包頭市及安徽兩淮採煤沉陷區先進技術光伏發電示範基地的評優投資者。

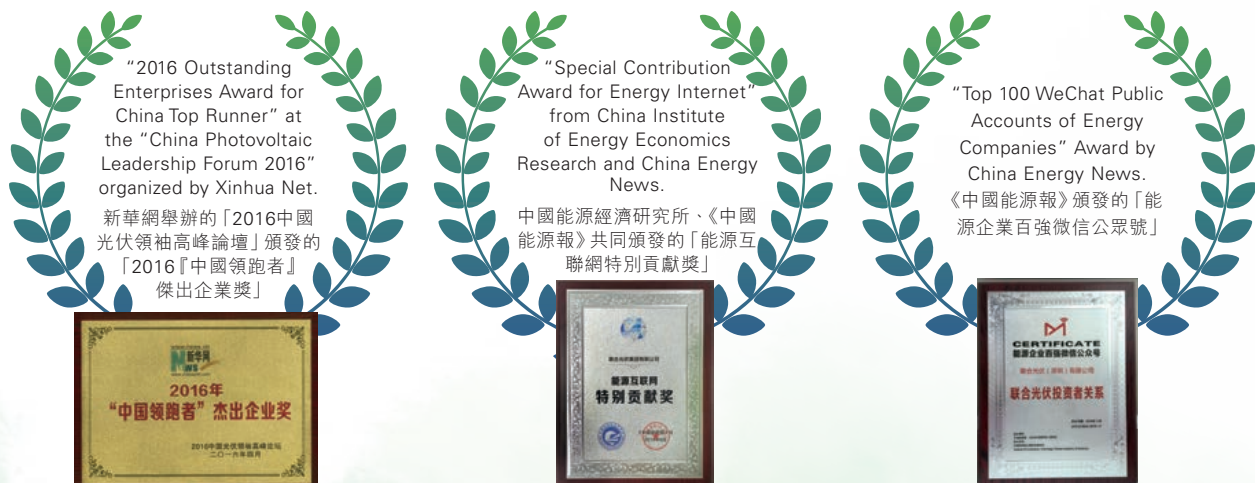


## PROMOTING LOW-CARBON CLEAN ENERGY 推動低碳清潔能源



## AWARDS AND RECOGNITIONS 獎項及榮譽

The Group has received a number of awards and recognitions in 2016, some of which are listed below.  
本集團於2016年榮獲若干獎項及榮譽，其中包括以下項目：







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# ABOUT THE REPORT

## 關於本報告





This is the second Environmental, Social and Governance (“ESG”) Report of Panda Green. This Report aims to review Panda Green’s management approach and performance on environmental and social aspects, and should be read in conjunction with Panda Green’s 2016 Annual Report. This report is published in both Chinese and English covering the reporting period from 1 January to 31 December 2016.

## REPORTING GUIDELINE

This report was prepared in accordance with the Core option of the Global Reporting Initiative (the “GRI”) G4 Sustainability Reporting Guidelines, and in compliance with the ESG Reporting Guide set out in Appendix 27 to the Rules Governing the Listing of Securities on the Main Board of The Stock Exchange of Hong Kong Limited (the “HKEX”).

## REPORTING BOUNDARY

Unless otherwise stated, all cases and data disclosed in this report are collected from the Group and its associates. For the corporate governance section, please refer to our 2016 Annual Report on p.42-62.

本報告是熊貓綠能第二份環境、社會和管治（「ESG」）報告。本報告旨在回顧熊貓綠能就環境及社會方面的管理方法及表現，且應與熊貓綠能2016年年報一併閱讀。本報告同時發佈中、英文版，涵蓋報告期自2016年1月1日起至2016年12月31日止。

## 報告指引

本報告乃根據全球報告倡議組織（「GRI」）《可持續發展報告指南（G4）》的核心方案而編製，並遵守香港聯合交易所有限公司（「聯交所」）主板證券上市規則附錄27所載的《環境、社會及管治報告指引》。

## 報告邊界

如無特別說明，本報告所披露的案例與數據均來自本集團及其聯營公司。有關企業管治一節，請參閱我們的2016年年報第42至62頁。



### Feedback 反饋

You are welcome to download the feedback form at <http://www.pandagreen.com/en/investor-relations> to submit your comments and ideas regarding the content and the information delivered in this report, which will help us continuously improve our work.

若您對本報告所提供的內容及傳達的信息有任何意見或建議，歡迎您於  
<http://www.pandagreen.com/c/investor-relations> 下載「讀者反饋」，以幫助我們持續改進。





# LETTER TO STAKEHOLDERS

## 致利益相關者的信

### Vision 願景

To bring clean energy to the world  
as a leading eco-development  
solutions provider

作為全球領先的生態發展方案供應商，  
為全世界帶來清潔能源

### Mission 使命

To build a green home, and let  
panda smiles around the world

共同建設綠色家園，讓熊貓微笑走向世界



**Dear stakeholders,**

Welcome to our 2016 ESG report, which we have prepared according to both the GRI G4 Core option and the HKEX ESG Reporting Guide.

If we were looking back from the year 2030 when the proportion of non-fossil fuel in primary energy consumption reached 20%, we would realise that the year 2016 was a turning point in the fight against climate change. Not only because the international community ratified the Paris Agreement, fostering the low-carbon development, but also because our team achieved milestones that have put us on the right track contributing to the global agenda of providing affordable and clean energy to millions of families.

2016 was also a year of many “firsts” for the Group. In June, our first 100MW Top Runner Project located in Datong, Shanxi Province, achieved grid connection and electricity generation. In September, we confirmed our cooperation with the United Nations Development Programme (“UNDP”) to jointly launch the global Panda Solar Projects Campaign, promoting youth engagement and sustainable

**各位尊敬的利益相關者：**

歡迎閱讀我們根據全球報告倡議組織G4核心方案及聯交所《環境、社會及管治報告指引》而編製的2016年環境、社會和管治報告。

當2030年非化石燃料所佔主要能源消耗比例達20%時回顧歷史，我們將意識到2016年乃對抗氣候變遷的轉捩點。不僅是因為國際社會通過《巴黎協定》推動低碳發展，亦由於我們的團隊實現新的里程碑，明確了為全球關注的議題作出貢獻，向上百萬戶家庭提供經濟、清潔能源的這一發展道路。

2016年也是本集團創下了多個「第一」的一年。6月，我們首項位於山西大同的100兆瓦「領跑者」項目成功併網發電。9月，我們確認與聯合國開發計劃署（「UNDP」）合作，攜手開展全球熊貓太陽能項目計劃，推廣青年參與及可持續發展。11月，首座熊貓電站於大





development. In November, the first Panda Solar Plant was launched in Datong. In conjunction with the national initiatives of “One Belt, One Road”, we aim to build Panda Solar Plants in the countries along the “One Belt, One Road”, offering one-stop clean energy solutions to those countries. Last but not least, the acquisition of six grid-connected solar power plants located in the United Kingdom announced in September 2016 and was completed in January 2017, laying a solid foundation for the Group to be a multinational enterprise with global influence in the future.

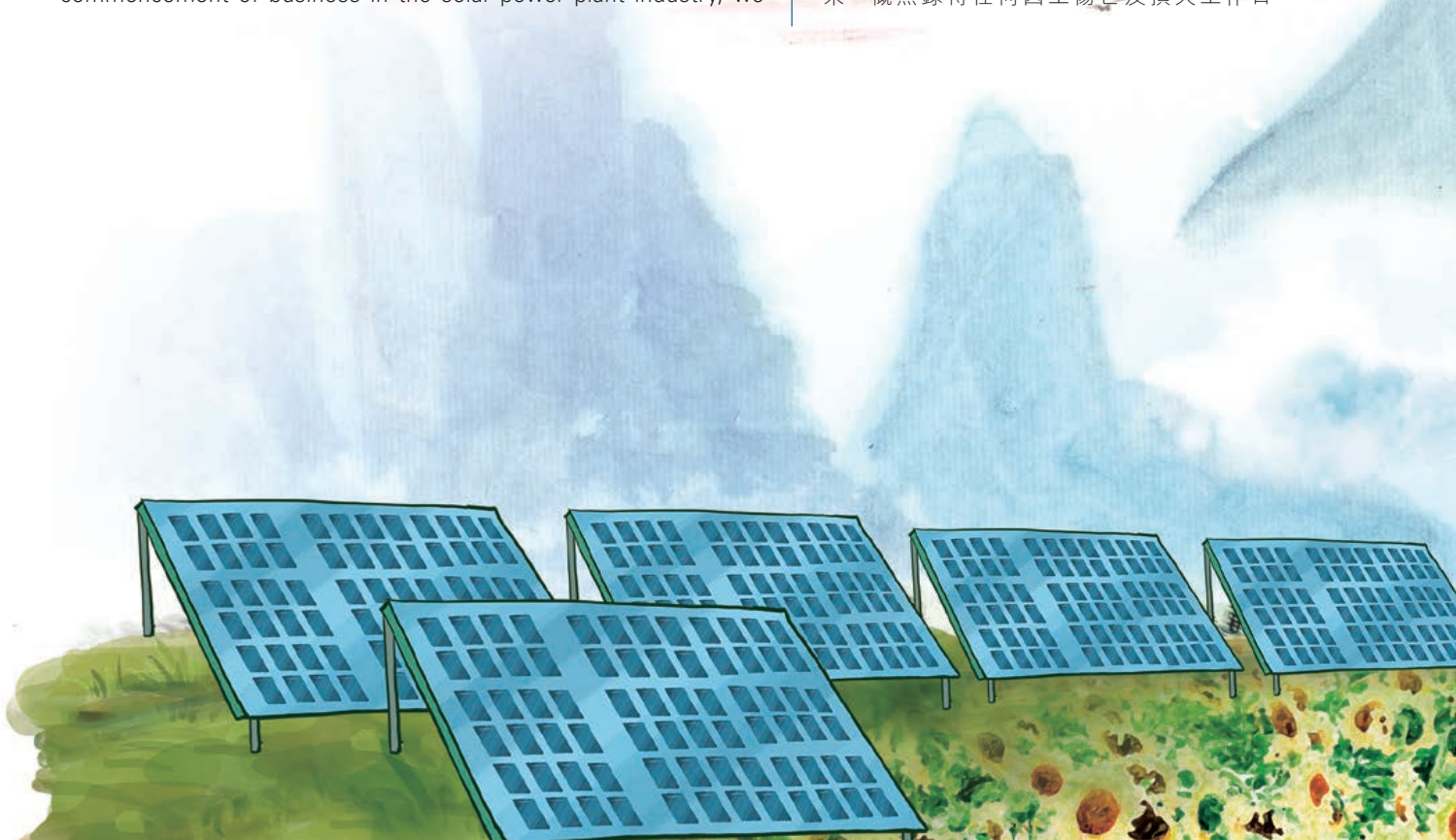
While we are committed to building green home and fulfilling the dreams of millions of families, we are also committed to improving what we do at Panda Green with regard to our ESG performance in operational efficiency, talent acquisition, occupational health and safety, resources consumption, and other areas. The Group has gradually embedded ESG factors into its strategy and daily operations. We believe that we are at our best when we combine business strength with our desire to create a positive impact on the community.

All that we are doing is possible only because of the dedication of our teams at Panda Green. During the year, we optimized our efforts on talent acquisition and training. Through analyzing the strategic priorities and anticipating the needs of each department, we have been proactive in expanding our talent pool. Our emphasis on occupational health and safety is second to none. Since our commencement of business in the solar power plant industry, we

同啟動。配合國家的「一帶一路」戰略，我們矢志於「一帶一路」沿線國家建設熊貓電站，為沿線各國提供一站式清潔能源解決方案。不僅如此，於2016年9月宣佈收購的六座位於英國的已併網的太陽能發電站已於2017年1月完成收購，為今後本集團成長為具有全球影響力的跨國企業打下穩固的基礎。

在我們致力於共同建設綠色家園、成就億萬家庭夢想的同時，我們亦力求提升熊貓綠能於運營效率、人才招聘、職業健康與安全、資源消耗以及其他領域的ESG績效。本集團已逐步將ESG要素植根於其戰略及日常運營。我們相信，當我們將業務優勢與我們為社會帶來積極影響的願望相結合時，我們便處於最佳的狀態。

我們能有今日的成果皆有賴熊貓綠能團隊的共同努力。本年度，我們竭力優化人才的招聘與培訓。透過分析戰略的優先順序及預測每一個部門的需要，我們不斷積極擴大人才儲備。我們對職業健康與安全的重視不亞於任何企業。自我們從事太陽能電站業務以來，概無錄得任何因工傷亡及損失工作日





have never recorded any work fatalities and no lost days due to work injuries. On the operational front, the Group continued to strive for operational excellence and efficiency by leveraging the Global Smart PV Cloud Management Center and the world's first mobile internet App "iNEX", ensuring the stable and reliable provision of clean energy. The Photovoltaic Green-Ecosystem Organization ("PGO"), which was jointly founded by Panda Green, published "PGO Purchasing Price Index" in 2016 aiming to expand the scope of resource sharing, integrate upstream and downstream resources, and establish innovative industry standards.

With the Paris Agreement now being effective, China poised for emerging as a leader in combating climate change. As a world's leading eco-development solutions provider, the Group is determined to build an ecological green road along the "One Belt, One Road". As you read through this report, I hope you'll see the environmental benefits brought by our increased capacity to generate clean energy, and the social and environmental programs demonstrating how we bear our share of social responsibility. Looking ahead, we will strengthen our efforts in engaging our stakeholder groups, including investors, customers, governments, employees, suppliers, and business partners. By being humble and steadfast, we will continue to learn and respond to our stakeholders' key concerns, aligning our business developments with sustainable developments.

數。運營方面，本集團透過採用全球光伏電站智能營維雲中心以及全球第一個移動互聯網App「綠信」，持續追求實現卓越及高效運營，確保能穩定可靠地提供清潔能源。由本集團聯合發起成立的「光伏綠色生態合作組織」(「PGO」) 於2016年首次發佈了「PGO採購價格指數」，旨在擴大資源共享的範圍、整合上下游的資源及制訂創新的行業標準。

隨著《巴黎協定》正式生效，作為應對全球變化的領導，中國已蓄勢待發。作為一家全球領先的生態發展方案供應商，本集團決心在「一帶一路」沿線打造綠色生態之路。期望閣下閱讀本報告時，能看見我們就清潔能源產能提升所帶來的環境效益，以及我們參與的社會及環境項目，進而了解我們所肩負的社會責任。展望未來，我們將更努力促進利益相關群體（包括投資者、客戶、政府、僱員、供應商及業務夥伴）參與。我們將懷著謙遜的心，踏著穩健的腳步，持續了解和回應利益相關者的主要關注事項，實現業務發展與可持續發展的共贏。

**Mr Li, Alan**

*Chairman, Chief Executive Officer*

**Panda Green Energy Group Limited**

李原先生

熊貓綠色能源集團有限公司

主席兼首席執行官



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# PANDA GREEN AND THE UN SDGs

## 熊貓綠能與聯合國 可持續發展目標





Launched in 2015, the United Nations Sustainable Development Goals (“SDGs”) provide the global community with a roadmap on how to combat global challenges related to economic, social and environmental sustainability. Recognising their strategic importance to our business and the world, we sought to contribute to the implementation of the SDGs.

At Panda Green, our mission is to build green homes for millions of families. Along this journey, we collaborate with our partners to optimize the industry development and create shared value for the communities. Every day, we use our expertise and resources to explore new ways to positively impact the solar power industry, which in turn advances other global development objectives. Three of the SDGs are particularly relevant, and are closely aligned to our mission as a leading renewable energy company. Below we elaborate how we contribute to the goals 7, 15 and 17:

於2015年頒佈的聯合國可持續發展目標（「SDGs」）為全球社群就如何對抗有關經濟、社會及環境可持續性的全球挑戰提供指引。了解到可持續發展目標對於我們的業務及全球的戰略重要性，我們力求為可持續發展目標的實現貢獻心力。

熊貓綠能的使命乃為上百萬戶家庭建造綠色家園。在此過程中，我們與我們的夥伴合作，以優化行業發展，為社區創造共享價值。每日我們運用我們的專長及資源探索能促進太陽能行業發展的新方法，進而推進其他全球發展目標的實現。三項可持續發展目標與我們作為領先的再生能源公司的使命尤其密不可分。以下詳細闡述我們如何貢獻於第7、第15及第17項目標：

## 7 AFFORDABLE AND CLEAN ENERGY 經濟適用的清潔能源



SDG number 7, “Affordable and Clean Energy”, is the most significant goal for Panda Green. We strive to bring clean energy to as many people as possible in China, and gradually around the world. We have deepened our cooperation with the UNDP to construct Panda Solar Plants along the “One Belt, One Road”.

可持續發展目標第7項「經濟適用的清潔能源」是熊貓綠能最為重要的目標。我們竭盡所能將清潔能源帶進中國各地，更逐步推廣至全世界。我們與聯合國開發計劃署深入合作，在「一帶一路」沿線國家建設熊貓電站。

## 15 LIFE ON LAND 陸地生物



SDG number 15, “Life on Land” is closely tied to our sandification control project. Sandification, or desertification, caused by human activities, has affected the lives and livelihoods of millions of people. Some of our solar power plants are built in wastelands, deserts, and in dormant mining areas, providing beneficial land use and enhancing biodiversity. Please see the section on “Caring for the Land” to see how we help re-inhabit the wasteland in Xinjiang.

可持續發展目標第15項「陸地生物」與我們的治沙項目緊密相關。由人類活動導致的沙化（或沙漠化）現象已影響上百萬人的生活及生計。我們有若干太陽能發電站建造在荒地、沙漠及荒廢採礦區，提供有益的土地使用並提升生物多樣性。有關我們如何復育新疆荒地的詳情，請參閱「土地關懷」一節。

## 17 PARTNERSHIPS FOR THE GOALS 合作實現目標



“Partnerships for the Goals” is fundamental to the success of implementation of SDGs. We worked with a diverse range of organisations within the PGO to promote the healthy and sustainable development of China’s solar power industry. For more information about PGO, please refer to P.33.

「合作實現目標」為熊貓綠能實現可持續發展目標。我們在PGO與各類組織共事，推動中國太陽能行業的健康及可持續發展。有關PGO的進一步資料，請參閱第33頁。



## PANDA SOLAR PLANTS ON “ONE BELT, ONE ROAD”

On 1 September 2016, a memorandum of understanding between our group and UNDP was signed and it marked the starting point of global Panda Solar Projects Campaign. During the campaign, our group takes up the responsibility of coordinating the construction process and operation process of the Panda Solar Plants. After months of dedicated effort, the first Panda Power Plant had successfully achieved on-grid connection and started generating electricity on 29 June 2017. In the next few years, we foresee that more and more Panda Solar Plants will be built along “One Belt, One Road”.

The purpose of this project is to promote public consciousness about environmentally friendly technologies and sustainable development, as well as to encourage youth participation in innovation for social good. The campaign hopes to engage and inspire youth in China and elsewhere in the world to promote SDGs and provides a platform to solicit ideas on tackling some of the toughest challenges in developments.



Aerial View of Panda Solar Plant, Datong, Shanxi  
山西大同熊貓電站鳥瞰圖

## 「一帶一路」上的熊貓電站

於2016年9月1日，本公司與聯合國開發計劃署簽訂諒解備忘錄，揭開全球熊貓太陽能項目的序幕。本集團於整項計劃中，負責協調熊貓電站的建設及營運。經過歷時數月的辛勤奮鬥，第一座熊貓電站已成功於2017年6月29日併網並開始供電。未來數年，我們預期將有更多熊貓電站於「一帶一路」上建成。

本項目旨在提高公眾對環保科技及可持續發展的意識，以及鼓勵青年投入社會公益創新發展。此行動希望激勵中國及全球各地的青年參與可持續發展目標，並提供平台，令青少年交流解決發展過程中遇到的艱巨挑戰的意見。



The World's first Panda Solar Plant and the Youth Leadership Camp for Climate Action and Clean Energy Launching Ceremony  
全球首個熊貓電站啟動暨培養未來氣候行動領袖夏令營奠基儀式



Entering into Memorandum of Understanding with the United Nations Development Programme  
與聯合國開發計劃署簽署諒解備忘錄

The first Panda Solar Plant, located at Datong, Shanxi Province, integrates with the world's two most cutting-edge solar energy technologies. The power plant has an installed capacity of 50MW, covering a total area of 248 acres, with the black part composed of monocrystalline silicone and the off-white parts composed of thin film solar cells. It can provide 1.6 billion kWh green power over 25 years, which is equivalent to saving 0.5 million tons of coal and 1.8 million tons of carbon dioxide emissions.

Moreover, the Youth Leadership Camp for Climate Action and Clean Energy (the "Summer Camp") has also been launched. These Summer Camps are a foundation for youth from all over the world to gain a deeper understanding of climate change and green energy. We hope to harness the energy, ideas and commitment of the next generation to engage and innovate for future development.

位於山西大同的首座熊貓電站結合了全球最先進的兩項太陽能科技。電站之裝機容量為50兆瓦，覆蓋總面積共248畝，黑色部分由單晶矽組成，而米白色部分由薄膜太陽能電池組成。電站能於25年內提供16億千瓦時的綠色電力，等同於節約50萬噸的煤炭及180萬噸的二氧化碳排放。

此外，此項目亦啟動了培養未來氣候行動領袖夏令營（「夏令營」），以此為基石，讓全球青年對氣候變化及綠色能源有更深入認識。我們希望能借助下一代的力量、想法及努力，投入未來的創新發展。



Design Sketch of the Summer Camp  
夏令營效果圖



Panda Green's Global Green Layout  
熊貓綠能全球綠色能源規劃圖



Panda Solar Plant Under Construction  
熊貓電站建設中



The Summer Camp Under Construction  
夏令營建設中



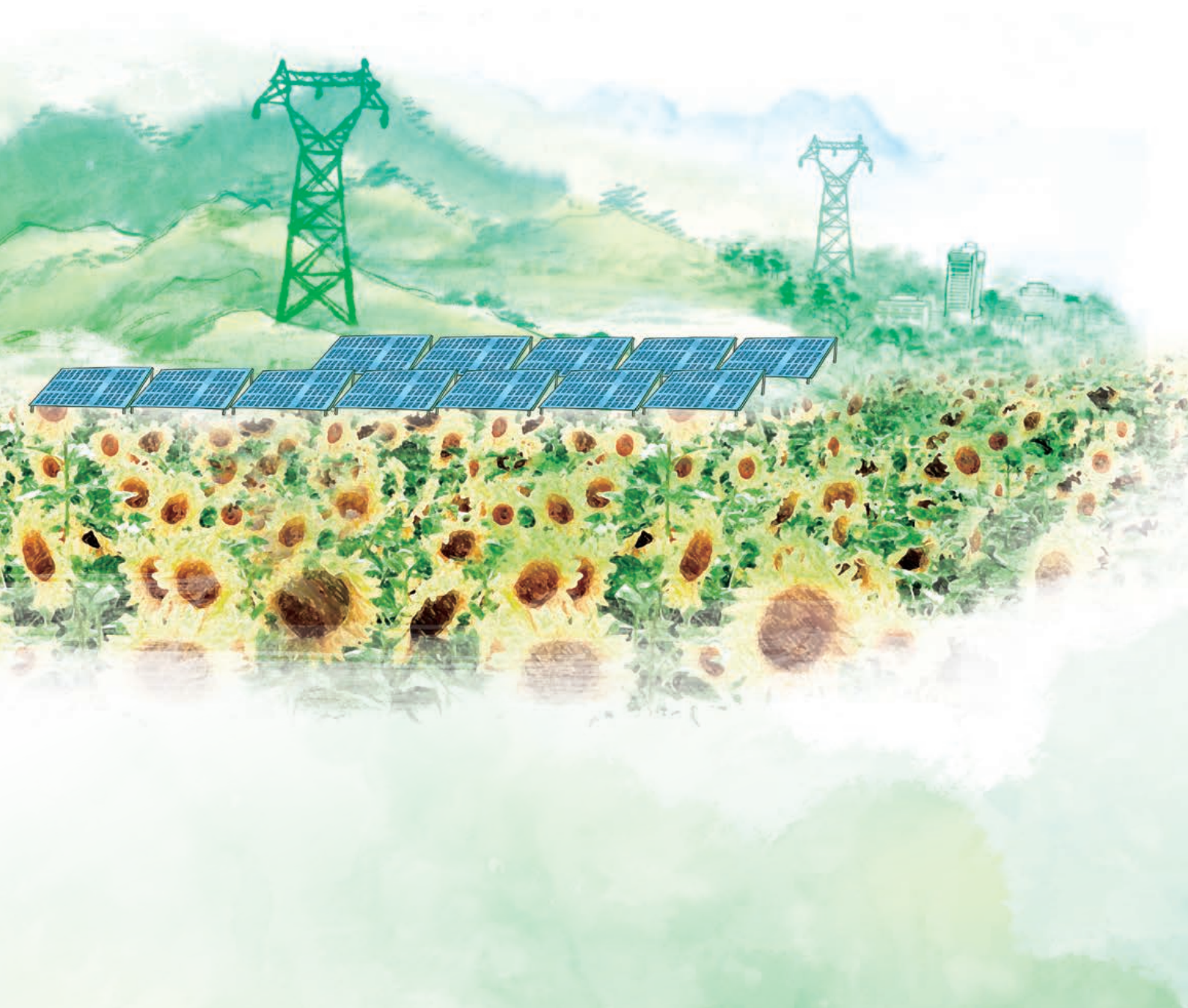
Panda Solar Plant Under Construction  
熊貓電站建設中



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# SUSTAINABILITY MANAGEMENT APPROACH

## 可持續發展管理方法





Sustainability is fundamental in our corporate culture. As an advocate of sustainable energy, Panda Green is committed to incorporating ESG factors as strategic considerations in our business model and daily operations. Backed by our management philosophy of “perseverance, sincerity, respect for people and harmony”, our management approach to sustainability contributes to more effective operations and long-term sustainable business growth. At Panda Green, the functions of sustainability are managed by our comprehensive ESG Reporting team, which consists of members from various departments of the Group, and then reported to our CEO, who oversees ESG matters.

## MATERIALITY ASSESSMENT

This report focuses on the key sustainability challenges the Group is facing and explores ways that we are responding. We have continuously strived to deepen the relationship with our key stakeholders through regular engagement practices to understand their views and concerns regarding Panda Green’s sustainability performance and reporting. Details of stakeholders’ concerns are set out in the Stakeholder Engagement section of this Report.

**Identification:** This year, we adopted a structured process to select the report’s content and confirm its validity. In addition to benchmarking against industry peers, we identify relevant sustainability topics by considering the GRI aspects list and the HKEX ESG Reporting Guideline.

**Prioritization:** During the year, we commissioned an independent third-party consultant to conduct a stakeholder engagement exercise. This included engaging business partners, non-governmental organisations, employees and suppliers; totaling 25 entities. We gathered opinions and advice in various ways including formal and informal meetings, telephone interviews and online surveys. Stakeholders were asked to assess the importance of each issue, both to them and to Panda Green. The results were then prioritized according to their level of impact on the Group and our stakeholders.

可持續發展為我們企業文化的根基。作為可持續能源的提倡者，熊貓綠能致力將環境、社會及管治要素納入業務模式和日常運作中作戰略性考慮。在「謹守信念、誠懇待人、關心員工、共創和諧」的管理理念支持下，我們的可持續管理方式為更有效的業務營運及長期可持續發展的業務增長作出積極貢獻。在熊貓綠能，可持續發展職能由本集團各部門成員組成的ESG團隊管理，並向監督ESG事務的首席執行官報告。

## 實質性評估

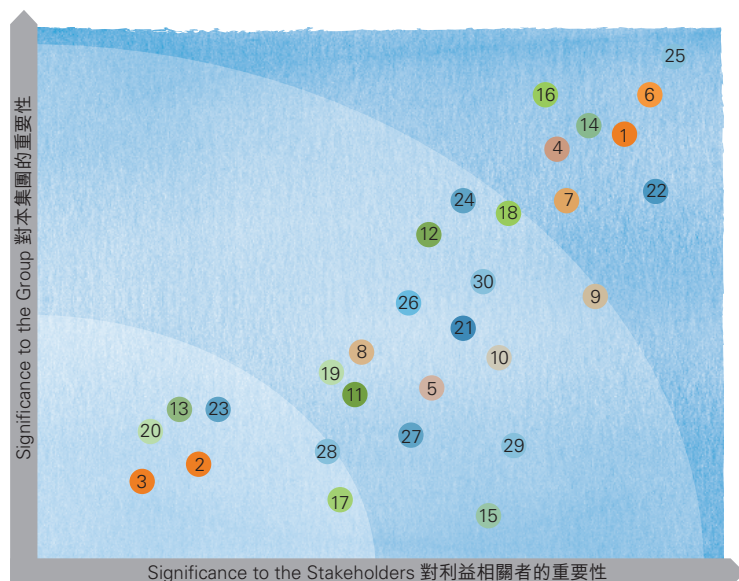
本報告聚焦於本集團面臨的關鍵可持續發展挑戰，並探索我們多種的應對方式。我們持續致力於深化與關鍵利益相關者的關係，透過定期對話的方式，理解彼等對於熊貓綠能的可持續發展表現與報告的看法與關注事項。有關利益相關者的關注事項詳情載於本報告「利益相關者參與」一節。

**鑑別：**今年，我們採取嚴謹過程以選擇本報告的內容及確定其可信度。除與同業對比外，我們亦考慮全球報告倡議組織議題清單及聯交所發佈的ESG報告指引，從而鑑別相關可持續發展議題。

**排序：**本年度，我們委託一名獨立第三方顧問展開與利益相關者對話，當中包括與業務夥伴、非政府機構、僱員及供應商共25個實體。我們透過多種方式收集意見及建議，包括正式及非正式會議、電話訪問及網上調查。利益相關者被要求分別評估各議題對彼等及熊貓綠能的重要性。評估結果則依各議題對本集團及其利益相關者的影響水平排定優先次序。

**Validation and Review:** Data and information regarding the identified material aspects were reviewed and approved internally. Further improvement points were identified for the next reporting cycle.

The matrix below was plotted using the average “significance to stakeholders” and ‘significance to Panda Green’s business’ scores obtained from the online survey and telephone interviews. Issues that fall within the top right hand corner have high significance to both stakeholders and Panda Green’s business.



**確證及檢視：**有關已鑑別重大考量面的數據及資料已被內部檢視及批准。我們已就下一報告週期確認須進一步改善的項目。

下列矩陣乃按在線調查及電話訪談所獲的「對利益相關者的重要性」及「對熊貓綠能業務的重要性」的平均分數繪製。座落於右上角的各項議題對利益相關者及熊貓綠能的業務均屬高度重要。

The top five aspects that are considered to be highly significant to stakeholders and Panda Green’s business are “Occupational Health and Safety”, “Training and Education”, “Economic Value Generated and Distributed”, “GHG Emissions”, and “Environmental Compliance”.

對利益相關者及熊貓綠能的業務而言最為重要的五大主題為「職業健康與安全」、「培訓與教育」、「所產生和分配的經濟價值」、「溫室氣體排放」及「環境合規」。

1 Economic Value Generated and Distributed	11 Use of Renewable Materials	21 Energy Consumption
2 Water Consumption	12 Protection of Biodiversity	22 Greenhouse Gases (“GHG”) Emissions
3 Exhaust Emissions (Transport)	13 Discharge of Effluents	23 Waste Management
4 Green Product (Mitigation of Environmental Impacts)	14 Environmental Compliance	24 Environmental Protection Investment
5 Supply Chain Management	15 Talent Acquisition	25 Occupational Health & Safety
6 Training and Education	16 Diversity and Equal Opportunity	26 Equal Remuneration for Men and Women
7 Staff Communication (e.g. complaints channel)	17 Human Rights	27 Non-Discrimination
8 Community Engagement	18 Anti-corruption	28 Anti-Competitive Behaviour
9 Compliance	19 Community Relations	29 Customer Satisfaction
10 Customer Privacy	20 Handling of Environmental Related Disputes	30 Handling of Labour Related Disputes

1 所產生和分配的經濟價值	11 可再生材料使用	21 能源消耗
2 用水量	12 保護生物多樣性	22 溫室氣體（「溫室氣體」）排放
3 廢氣排放（運輸）	13 污水排放	23 廢棄物管理
4 綠色產品（降低對環境的影響）	14 環境合規	24 環保投資
5 供應鏈管理	15 人才招聘	25 職業健康與安全
6 培訓與教育	16 多元化與機會平等	26 男女同酬
7 員工溝通（如投訴渠道）	17 人權	27 無歧視
8 社區參與	18 反貪腐	28 反競爭行為
9 合規	19 社區關係	29 客戶滿意度
10 客戶隱私權	20 處理環境相關爭議	30 處理勞工相關爭議



The material aspects and corresponding aspect boundary are listed below:

重大考量面及對應考量面的範圍列表如下：

Material Aspects 重大考量面	Internal 內部	External 外部	Corresponding section 對應章節
 1. Occupational health & safety 職業健康與安全	√	Suppliers 供應商	Working Together 齊力合作
 2. Training and development 培訓與發展	√	—	Working Together 齊力合作
 3. Economic value generated and distributed 所產生和分配的經濟價值	√	Communities 社區	Working Together 齊力合作
 4. GHG emissions 溫室氣體排放	√	Suppliers 供應商	Environmental Sustainability 環境可持續發展
 5. Environmental compliance 環境合規	√	Suppliers 供應商	Environmental Sustainability 環境可持續發展
 6. Diversity and equal opportunity 多元化與機會平等	√	Suppliers 供應商	Working Together 齊力合作
 7. Green product 綠色產品	√	Customers, Business Partners 客戶、業務夥伴	Operational Excellence 卓越運營
 8. Employee communication 僱員溝通	√	—	Working Together 齊力合作

## STAKEHOLDER ENGAGEMENT

## 利益相關者參與

Stakeholder Groups 利益相關者組別	Key Topics and Concerns 關鍵議題及關注事項	Stakeholder Feedback 利益相關者反饋	Our Response 我們的應對
<b>Employees</b> 僱員 	<ul style="list-style-type: none"> <li>Occupational Health and Safety 職業健康與安全</li> <li>Training and Education 培訓與教育</li> </ul>	<ul style="list-style-type: none"> <li>The working environment is often in remote and harsh areas, and employees are exposed to safety risks associated with power equipment, Panda Green should strengthen safety training, conduct testing and take necessary preventive measures at all times 由於工作環境通常位處偏遠且環境嚴苛的地區，而僱員面臨電器設備的安全風險，熊貓綠能應經常加強安全培訓、進行測試並採取必要預防措施</li> </ul>	<ul style="list-style-type: none"> <li>The Group has established an emergency contingency plan and conducted anti-terrorism drills at the power plants in Xinjiang, which aims to improve staff's ability to deal with unexpected terrorist incidents 本集團已於新疆電站建立應急處理預案並進行反恐演習，旨在提升員工處理突發恐怖襲擊事件的應變能力</li> <li>All employees working around potentially dangerous equipment must wear appropriate personal protective gear 所有僱員工作時，如身邊有具潛在危險性設備，必須穿戴適當的個人防護裝備</li> <li>The Group encourages employees to participate in practical trainings to enhance the professional skills 本集團鼓勵僱員參加實習培訓，以加強專業技能</li> </ul>
<b>Suppliers</b> 供應商 	<ul style="list-style-type: none"> <li>Supplier Management 供應商管理</li> <li>Community Engagement 社區參與</li> </ul>	<ul style="list-style-type: none"> <li>It is important to keep energy consumption and GHG emissions low to bear social responsibility 將能源消耗及溫室氣體排放維持在低水平對於承擔社會責任來說至為重要</li> <li>The establishment and maintenance of PGO will improve supply chain management PGO的建立及維繫將改善供應鏈管理</li> <li>Best suppliers should be used to maintain product quality 選用最優質的供應商以維持產品質量</li> </ul>	<ul style="list-style-type: none"> <li>Semiannual and annual meetings were held successfully with PGO members to review and share best practices 與PGO成員成功舉行半年度及年度會議，以檢視及分享最佳實踐方式</li> <li>Supplier evaluation was carried out through self-assessment, which facilitates communication between us and suppliers 為了促進我們與供應商之間的溝通，以自我評估的方式進行供應商的評核</li> </ul>



Stakeholder Groups 利益相關者組別	Key Topics and Concerns 關鍵議題及關注事項	Stakeholder Feedback 利益相關者反饋	Our Response 我們的應對
<b>Business Partners</b> 業務夥伴 	<ul style="list-style-type: none"> <li>Use of Renewable Materials 選用可再生材料</li> <li>Green Products 綠色產品</li> <li>Environmental Compliance 環境合規</li> <li>Customer Satisfaction 客戶滿意度</li> </ul>	<ul style="list-style-type: none"> <li>In order to enter into the international market, Panda Green must comply with relevant laws and regulations 為能進軍國際市場，熊貓綠能須遵守有關法律法規</li> <li>Panda Green should promote a standard for recycling of materials in the solar power industry in mainland China 熊貓綠能應於中國內地太陽能行業推廣回收材料標準</li> <li>Through PGO, Panda Green and working partners have established mutual trust and fair procurement standards to ensure product reliability and quality 透過PGO，熊貓綠能及工作夥伴建立互信及公平的採購標準，以確保產品的可靠性及質量</li> </ul>	<ul style="list-style-type: none"> <li>The Group not only ensures all our activities comply with relevant environmental and quality laws and regulations, but also meet the standards of our customers and stakeholders 本集團不僅確保我們的所有活動均遵守有關環境與質量法律法規，更會符合我們客戶與利益相關者的標準</li> <li>Panda Green has a grading system to ensure fair evaluation of suppliers 熊貓綠能訂有評級系統，以確保對供應商的公正評估</li> <li>Provisions on environmental protection, social responsibility and waste recovery will be included in the new procurement contract template 有關環保、社會責任及廢物再生的條文將納入新採購合約樣版</li> </ul>
<b>PGO (NGO)</b> 光伏綠色生態合作組織（非政府機構） 	<ul style="list-style-type: none"> <li>Economic value generated and distributed 所產生和分配的經濟價值</li> <li>Environmental Compliance 環境合規</li> <li>Environmental Protection Investment 環保投資</li> </ul>	<ul style="list-style-type: none"> <li>Power plants occupy large areas of land and have a significant impact in the local communities 電站佔地廣大，並對當地社區具有顯著影響</li> <li>Existing standards and management system in the solar power industry are still imperfect. However, Panda Green has an internal control system and has done a lot of work improving power plant specifications, becoming a role model for the industry 太陽能行業現有的標準及管理制度有待完善。然而，熊貓綠能自有一套內部控制制度，大幅改善電站規格，因而成為同業中的典範</li> <li>Panda Green should cooperate more with the Government and communicate more with local communities, and explore and learn from foreign management in order to sustain the highest standards in the industry 熊貓綠能應與政府多加合作及與當地社區多加溝通，並借鑒和學習國外管理方式，以求維持同業中的最高標準</li> </ul>	<ul style="list-style-type: none"> <li>The Group is committed to responsible land use and minimizing the impact of our projects 本集團承諾扛起土地使用的責任，致力將項目所產生的影響降至最低</li> <li>Through the establishment of the PGO, Panda Green is eager to establish effective communication with different parties in the industry. We look to take advantage of this platform to communicate with local governments regarding local agricultural and forestry requirements wherever possible 透過PGO的建立，熊貓綠能積極與同業中各方人士建立有效溝通。我們期望利用此平台盡可能與各當地政府深入溝通，了解有關當地農林業的規定</li> </ul>

# ENVIRONMENTAL SUSTAINABILITY

## 環境可持續發展

The Group is committed to maintaining high standards of environmental protection across the communities where it operates. Guided by our mission “to build a green home, and let panda smiles around the world”, we adopt a holistic and proactive approach towards environmental management.

本集團致力於在其營運所在的社區中維持高環保標準。於「共同建設綠色家園，讓熊貓微笑走向世界」使命的指引下，我們採納全面且積極的環境管理方法。





## PROVIDING GREEN AND CLEAN ENERGY

As at 31 December 2016, the Group and our associates and joint ventures own solar power plants with a total installed capacity of 1,291.4MW and an annual electricity generation volume of 1,345,830MWh. Our annual electricity generation has increased by 57% compared to 2015. This is equivalent to a large amount of environmentally harmful by-products reduced if the electricity was generated by fossil fuel.

## 提供綠色清潔能源

於2016年12月31日，本集團及其聯營公司及合營企業擁有的太陽能發電站總裝機容量達到1,291.4兆瓦，年度總發電量為1,345,830兆瓦時。我們的年度總發電量較2015年增加57%。這相當於減少了大量在以化石燃料產生同等電量時產生的對環境有害的副產物。

	2013 2013年	2014 2014年	2015 2015年	2016 2016年
Total Photovoltaic Electricity Generation (MWh) 總光伏發電量（兆瓦時）	34,939	485,046	859,730	1,345,830
Approximately equivalent to: 大約相當於：				
Standard Coal Saved (tons) 節約標準煤（噸）	11,530	160,065	283,725	444,124
Carbon Dioxide Emission Reduced (tons) 減少二氧化碳排放（噸）	29,978	416,169	737,684	1,154,722
Sulfur Dioxide Emission Reduced (tons) 減少二氧化硫排放（噸）	290	4,026	7,136	11,170
Nitrogen Oxides Emission Reduced (tons) 減少氮氧化物排放（噸）	269	3,735	6,620	10,363
Smoke and Dust Emission Reduced (tons) 減少煙塵排放（噸）	17	243	430	673

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## Promoting development of China's carbon trading market

### 促進中國碳交易市場的發展

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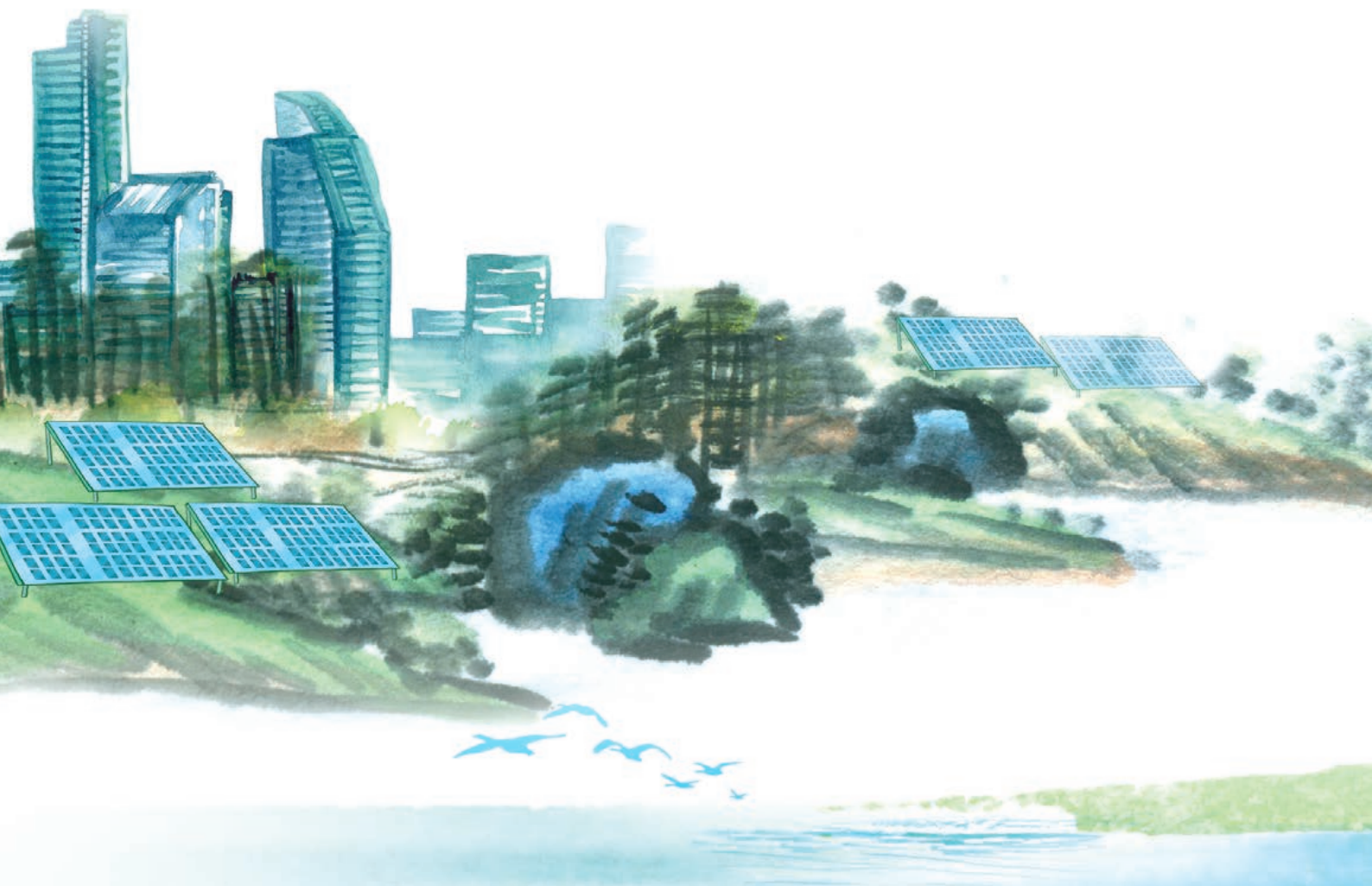
The Group actively participated in the China Certified Emission Reduction programme (CCER). Some of the Group's projects have applied as CCER projects, which their electricity generation capacities were assessed and certified as emission reduction technology. During the year, 3 projects completed the application process, and are awaiting the reviewing phase.

本集團積極參與中國核證減排量項目（CCER項目）。本集團已就本集團部分項目作出CCER項目申請，其發電能力經評估及核證符合減排技術要求。本年度，已有三個項目完成申請程序並待核查中。

The third-party certification work is expected to be completed in 2017 and more than 1 million tons of carbon dioxide emission reduction will be issued. We have also communicated with the Shenzhen Emissions Exchange and signed a cooperation agreement. Our CCER credited emission reductions will be traded on the Shenzhen Emissions Exchange. For overseas projects, we are planning to apply for Clean Development Mechanism (CDM) project while research and investigation are being conducted.

第三方認證作業預計將於2017年完成，將獲發超過1百萬噸的二氧化碳減排量。我們亦與深圳排放權交易所溝通並簽署合作協議，並將於深圳排放權交易所買賣獲中國核證減排量授予的減排量。海外項目方面，我們計劃申請清潔發展機制（CDM）項目，相關研究調查正在進行中。

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## CARING FOR THE LAND

*By integrating solar power generation technology with protected agriculture application and research, we not only offer an effective solution to energy problems for existing protected agriculture projects, but also provide beneficial land use and enhance biodiversity.*

We are committed to responsible land use and strive to minimize the impact during the construction and operation of our projects. In selecting self-built project sites, we fully consider the project's impact on the environment. Prior to commencement of our projects, extensive environmental impact assessment (the "EIA") and soil and water conservation efforts are carried out in order to minimize the negative impact on the environment.

When selecting an appropriate location for development, we aim to choose unused land to increase land utilization and minimize consumption of land resources. We have power plants that are built on wastelands, deserts and in mining areas. When using farmland or woodland is unavoidable, we communicate with the local government and put our ultimate effort on complying with the local agricultural and forestry requirements. We do not change the original landscape and ecosystem when improving the efficiency and value of land output.

Some of our solar power plants are built on rooftops, and we also have project, that are ecological agriculture programs, which initiated the planting of edible fungi, wheat, cauliflowers, roses and other agricultural products while keeping livestock below the array.

## 土地關懷

*透過整合太陽能發電技術與農業的應用及研究，我們不僅能有效解決受保護的農業項目的既有能源問題，亦能提供更好的土地使用效益並提升生物多樣性。*

我們肩負土地使用的責任，致力將項目建設及營運過程中所產生的不利影響降至最低。於自建項目選址的過程中，我們全面考量有關項目對環境的影響。於開展項目前，我們廣泛進行環境影響評估（「EIA」）及水土保育工作，以減少對環境的負面影響。

於選擇適合開發的地點時，我們首選閒置土地，以充分利用土地並減少消耗土地資源。我們的部分電站建設在荒地、沙漠及採礦區。當不可避免使用農地或林地時，我們與地方政府溝通，竭盡全力遵守當地農林業的規定。在提升土地效益與產值的同時，我們不會改變原始地貌和自然生態。

我們有部分太陽能電站建設於屋頂，亦有項目為生態農業項目，引進種植可食用的菌類、小麥、花椰菜、玫瑰及其他農產品並於下方從事畜牧。





Employees in Gonghe, Qinghai Province discussing prevention and control plan of sandification  
青海省共和電站工作人員在探討防沙治沙方案

## PREVENTION AND CONTROL OF DESERTICATION, IMPROVE ENVIRONMENT

Sandification or desertification is an environmental change whereby the environment becomes sandy, typically as a result of drought, deforestation or inappropriate agriculture. Technologies have been applied to prevent and control sandification at our power plants. This was done by clearing sand and sediment away from the power plant area, low-standing and high-standing sand barrier were then set up around the area to prevent sandification.

In addition, vegetation can grow beneath the solar panels to create new habitats because of the use of water for cleaning panels. The growing of vegetation has become a method of sandification control. The desertified land in the power plant areas has, therefore, been managed and controlled, improving the ecological environment.

After the completion of the country's first "Top Runner" project in Shanxi Datong, the wind break and sand fixation showed positive results, the deserted soil in the original subsided coal mining area has restored its ecological vitality consequently. We have also begun two projects in Anhui and Inner Mongolia during the year, a 100MW water surface floating power plant and a 50MW ground solar power plant will be built respectively in mining areas. Through the "Top Runner" program, we not only advance solar power generation technology, but also utilize abandoned land, promote regional energy transformation, and bring economic and environmental benefits to the local communities.



Datong "Top Runner" project's completion enabled local ecological restoration  
大同「領跑者」項目完成後當地生態逐漸恢復

## 防沙治沙、改善環境

沙化或沙漠化為週遭環境變得沙質的過程，通常為乾旱、森林砍伐或不當農業生產活動的結果。我們將防沙治沙技術應用於電站，即透過於電站地區清除沙和沉積物，再於周圍設置低立式及高立式沙障以防止沙化。

此外，植被能夠因太陽能電池板的清洗用水受灌溉，於下方生長並形成新棲息地而成為一種控制沙化的方法。因此，電站地區的沙漠化土地不僅能獲得有效控管，生態環境亦因此有所改善。

我們於山西大同的全國首例「領跑者」項目完成後，防風固沙的環保效益十分明顯，讓原本採煤沉陷區的荒廢土壤恢復生態活力。我們在年內繼續展開兩項位於安徽及內蒙古的項目，將分別於採礦區建設一座100兆瓦水上漂浮式電站及一座50兆瓦的地面太陽能發電站。透過「領跑者」計劃，我們不僅推進太陽能發電技術，亦善用廢棄土地，推動地區能源轉型，並為當地社區帶來經濟與環境效益。



### Case study: 20MW Solar Power Plant in Wujiaqu, Xinjiang

#### 案例：新疆五家渠的 20 兆瓦太陽能發電站

The 20MW solar power plant in Wujiaqu, Xinjiang was successfully connected to the grid in January 2016. The project site is located on unused land and the surrounding area is mainly wasteland and arable land.

According to the EIA, wildlife activity is rarely detected in the project site area. The ecological structure is simple and biodiversity is low in the project area, therefore there are no environmentally sensitive constraints.

The implementation of the project can accelerate the development and utilization of clean energy which reduce the consumption of coal. At the same time, the project carried out greening activities around the power plant and the control area, improving the environment of the project site and creating positive impact to local eco-system.

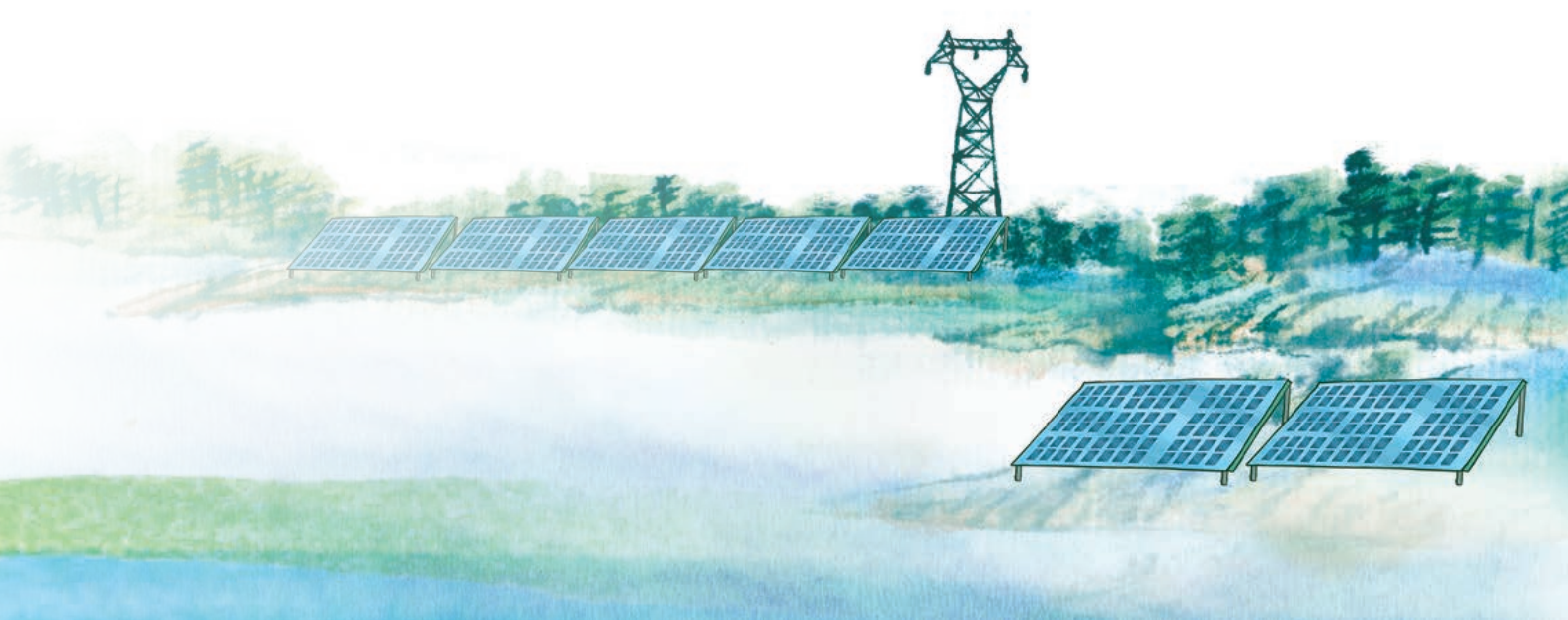
位於新疆五家渠的20兆瓦太陽能發電站於2016年1月成功併網發電。該項目基地位於閒置土地，其周遭地區主要為荒地及可耕種土地。

根據環境影響評估，於該項目基地地區內極少偵測到野生動物活動。項目地區的生態結構簡單且生物多樣性低，因此概無環境敏感性限制。

項目實施促進清潔能源的發展及使用，降低煤炭消耗量。同時，項目在電站四周及管理區進行綠化，改善場區環境，為當地生態環境帶來正面效益。



20MW Solar Power Plant in Wujiaqu, Xinjiang  
新疆五家渠20兆瓦太陽能發電站



## ENVIRONMENTAL MANAGEMENT APPROACH

The Group has implemented an Environmental Management System (the “EMS”) in accordance with the internationally recognised ISO 14001 standard for managing and controlling corporate activities to achieve continuous improvement in environmental performance. The EMS is applicable to the investment, development and construction of solar power plants and the production and operation of solar power plants as well as our offices.

In addition to complying with the relevant environmental laws and regulations, we also ensure that our EMS meets the standards of our customers and stakeholders, as well as the community’s needs, for continuous development of environmentally sustainable solutions. The EMS identifies aspects of the Group’s activities that may have significant impact on the environment. For example, we focus on environmental pollution complaints, penalties, energy conservation and 5S<sup>1</sup> management control requirements. We also closely monitor and put in place procedures and processes to mitigate the impact on the environment.

We achieved the ISO 14001 certification in February 2016 and passed the annual review for seventeen of our power plants in mainland China. In order to further enhance our environmental management performance, we have also implemented ISO 9001 and OHSAS 18001 standards, and this would enable the Group to streamline and align our environmental, health and safety, and quality management targets with our business objectives. We plan to extend the scope of these certifications to all our power plants in mainland China subsequently.

## 環境管理方法

本集團已按照ISO 14001國際認可標準實施環境管理體系，以控管企業活動並持續提升環境績效。環境管理體系乃適用於太陽能發電站的投資、開發與建設，以及太陽能發電站和辦公室的生產運行。

我們不僅遵守相關環境法律法規，亦確保環境管理體系符合客戶及利益相關者的標準，及社區對環境可持續解決方案之持續發展的需要。環境管理體系可識別本集團可能對環境造成重大影響的活動層面。舉例而言，我們專注於環境污染申訴事項、罰款、節約能源以及5S<sup>1</sup>管理控制規定。我們亦密切監測並實施減輕環境影響的程序與流程。

我們於2016年2月取得ISO 14001認證，且有17座位於中國內地的太陽能發電站已通過了年度審查。為了進一步提升環境管理績效，我們亦實施ISO 9001及OHSAS 18001標準，從而使本集團得以將環境、健康與安全及質量管理目標精簡化，使其符合我們的業務目標。我們計劃其後將該等認證範疇延伸至我們位於中國內地的所有電站。



Quality, Environmental and Safety Management System Certification  
三標一體認證證書

<sup>1</sup> 5S is the name of “sort”, “set in order”, “shine”, “standardize”, and “sustain”.

<sup>1</sup> 5S指「整理」、「整頓」、「清掃」、「清潔」及「素養」。



### Quality, Environmental and Occupational Safety Management System ("QEMS")

#### 質量、環境和職業健康安全管理体系（「三體系」）

During the year, we continuously strengthened the implementation of our quality, environmental and occupational safety management systems ("QEMS") in our headquarters and regional offices. Safety and environmental hygiene management, such as wastewater and waste recycling, are especially important to us. 17 power plants owned by the Group and our associates have attained QEMS accreditation. Going forward, we will continue to implement QEMS in all power plants.

本年度，我們持續於集團總部及各區域辦公室加強實施我們的質量、環境和職業健康安全管理体系（「三體系」）。安全及環境衛生管理（如廢水及廢棄物回收）對我們尤為重要。本集團及其聯營公司旗下之17個電站已獲取三體系的認證。展望未來，我們將持續使三體系實施於所有的電站。

## ENERGY CONSUMPTION

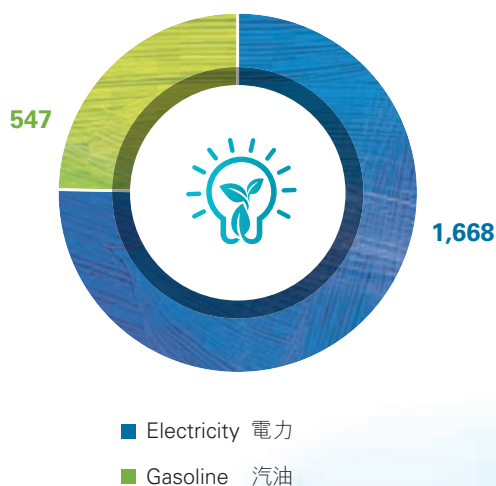
We review our consumption of resources by two sectors, consumption in power plants and consumption in our offices. In 2016, consumption of electricity in our power plants was 8.9 million kWh, while the consumption of natural gas was 5,106 m<sup>3</sup>. The use of diesel and gasoline were 2,999 litres and 119,717 litres respectively. For our offices, the consumption of electricity was 463,439 kWh and the use of gasoline was 16,400 litres. Overall, the total electricity consumption of the Group was 9.4 million kWh, total natural gas consumption was 5,106 m<sup>3</sup>, total use of diesel was 2,999 litres and total use of gasoline was 136,117 litres.

## 能源消耗

我們將資源消耗量分成兩個部分審視，即電站消耗量及辦公室消耗量。於2016年，我們電站的用電量為8.9百萬千瓦時，而天然氣消耗量為5,106立方米，柴油及汽油用量分別為2,999公升及119,717公升。對辦公室而言，用電量為463,439千瓦時，汽油用量為16,400公升。整體而言，本集團的總用電量為9.4百萬千瓦時，總天然氣用量為5,106立方米，總柴油用量為2,999公升，而總汽油用量為136,117公升。

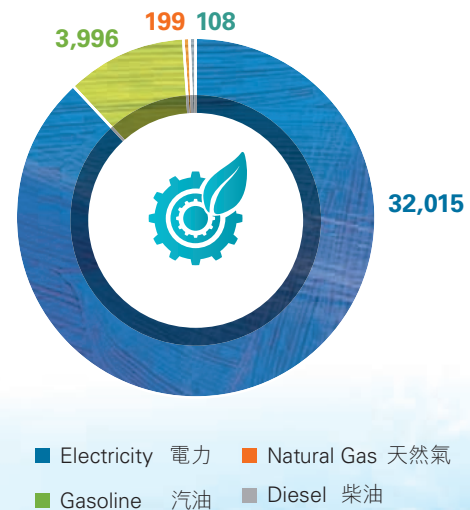
### Office Energy Consumption (GJ)

辦公室能源消耗量（千兆焦耳）



### Power Plants Energy Consumption (GJ)

電站能源消耗量（千兆焦耳）



The total electricity consumption of our Group was only 0.7% of our total photovoltaic electricity generation in 2016. Though the energy consumption is relatively small compared with the benefits we bring to the community, the Group is aware of the impact and will make sure that we strive to manage our GHG emissions in the future.

本集團的總用電量僅為2016年總光伏發電量的0.7%。與我們為社區帶來的效益相比能源消耗量相對較小，然而本集團仍深知能源消耗量對社區產生的影響，並保證將竭力管理我們未來的溫室氣體排放量。

#### 2016 (Unit: tons of CO<sub>2</sub>e) 2016年（單位：二氧化碳當量噸數）

Total carbon emission 總碳排放量	7,202
Scope 1 (Direct) carbon emission 範疇一（直接）碳排放量	1,033
Scope 2 (Indirect) carbon emission 範疇二（間接）碳排放量	6,169

## ENERGY SAVING MEASURES

We have established a number of energy-saving initiatives in the office. First, we discourage the use of electric lighting. Instead, we use sunlight during the day time. Secondly, electrical appliances such as computers, printers and photocopiers are set to energy-saving mode, where they shut down automatically when they are not in use.

The brightness of monitors is also adjusted to reduce the use of unnecessary energy. Moreover, our air conditioning is set within a range of 23-26°C in order to save energy.

## 節能措施

我們已於辦公室制定多項節能措施。一，我們鼓勵減少電燈使用，於白天善用日光作為照明。二，電腦、打印機及影印機等電器均設為節能模式，因此，電器未使用時會自動關機。

螢幕亮度亦已調整以降低非必要耗能。此外，為了節能省電，空調設定於攝氏23-26度的範圍內。



Switching off the lights for "Earth Hour"  
「地球一小時」熄燈活動



## WATER

Our water is sourced from the mains supply and predominantly used in our power plant operations for cleaning solar panels. In 2016, water consumption in power plants was 5,031 tons while water consumption in our offices was 1,143 tons. Overall, the total water consumption of the Group was 6,174 tons.

We implement measures to conserve water in our power plants and offices. For example, we carry out routine maintenance and management on the drainage systems in order to avoid water running off. We have hired professionals to check on the faucets, toilet tanks and water dispensers regularly to avoid leaks. Water-saving signs are also put up in the lavatories to remind staff to conserve water. We have also adopted the use of 3M water dispensers in pantries, which contributes to water saving.

## EFFLUENT AND WASTE

The domestic sewage from our power plants is treated before discharge according to the Integrated Wastewater Discharge Standard. Domestic sewage, including wastewater from our buildings' lavatories and basins, is discharged from the building and collected through the outdoor sewage pipe network. It is then discharged to the regulation pool and processed by the submersed sewage pump before being sent to the integrated sewage treatment facility. After treatment, it is collected in the clean water tank and finally discharged or recycled and re-used.

For general waste management, we separate recyclable waste, such as paper, metal and plastic, from non-recyclable waste. We collect and deliver the recyclable waste to third parties for recycling. The implementation of green and paperless offices has reduced paper consumption and other waste consumption in the past year. We achieved this by encouraging our staff to use both sides of paper before disposal. Due to the expansion of our power plant network, the overall waste generation increased compared to 2015. In 2016, the total waste generated at Panda Green's power plants and offices was 57 tons, of which 15 tons was recyclable waste and 42 tons was non-recyclable waste.

Apart from general waste, solar power panels were discarded due to the replacement of solar power modules in power plants. There were 8.51 tons of waste from photovoltaic panels generated in 2016.

## 水資源

我們的用水來自自來水並大多用於清洗電站運營的太陽能電池板。於2016年，我們電站的用水量為5,031噸，而辦公室用水量為1,143噸。整體而言，本集團的總用水量為6,174噸。

我們於電站及辦公室實施節水措施。舉例而言，我們對排水系統進行定期維護管理以避免水資源流失。我們聘請專業人士定期檢查水龍頭、馬桶水箱及飲水機以避免漏水。我們亦於洗手間設置節水標示提醒員工節約用水，並於茶水間採用有助節水的3M飲水機。

## 污水與廢棄物

電站產生的生活污水經處理後，按照《污水綜合排放標準》排放。來自樓宇的生活污水（包括樓宇洗手間及水槽廢水）透過戶外污水管網收集，其後排放至調節池並以沉水式污水泵輸送至一體化污水處理設施。污水經處理後則收集至淨水池，最後排出或回收再利用。

對於一般廢棄物管理，我們將可回收（例如紙、鐵及塑膠）及不可回收廢棄物進行分類。我們收集可回收廢棄物並交由專業第三方機構進行回收處理。於過去一年，綠色無紙化辦公的實施使得紙張消耗量及其他廢棄物量有所減少。此乃透過鼓勵員工於丟棄紙張前先確實紙張已雙面使用而達成。本年度因電站網絡擴展，整體廢棄物產生量較2015年度有所增加。於2016年，熊貓綠能電站及辦公室的廢棄物產生總量為57噸，其中15噸為可回收廢棄物，42噸為不可回收廢棄物。

除一般廢棄物以外，因電站替換太陽能組件而產生廢棄太陽能電池板。2016年產生的光伏電池板廢棄物為8.51噸。





# OPERATIONAL EXCELLENCE

## 卓越運營

We are committed to building a sustainable supply chain and collaborating with our industry partners to benefit our employees and communities

我們致力打造一條可持續的供應鏈，並與我們的行業夥伴合作，為我們的僱員及社區帶來裨益



## LEADING-EDGE TECHNOLOGY

We recognised that technology innovation is crucial to the development of the solar power industry. Therefore, we actively participate in cooperative and innovative research on photovoltaic technology, aiming to reduce operation and maintenance costs and improve the quality of power generation.

### Global Cloud Management to achieve reliable power generation

Following the national strategy of "Internet+", the Global Smart PV Cloud Management Center (the "Center") was established and developed in partnership with the global leader in Internet technologies, Huawei Technologies Co., Ltd. in 2015. The Center adopts cloud technology, big data and 4G wireless communication. It can access multiple power plants in different locations around the world for centralised management. Hence, it enables us to apply effective real-time management to solar power plants throughout China and enhances management, operation and maintenance efficiency, increasing the total power generation volume while lowering costs for the Group. This also enhances the reliability and stability of power generation.



Global Smart PV Cloud Management Center  
全球光伏電站智能營維雲中心

## 尖端技術

我們意識到技術創新對於太陽能行業的發展十分重要。因此我們積極參與光伏技術的合作及創新研究，旨在減低運維成本及提升發電質量。

### 全球雲管理系統實現可靠發電

繼國家「互聯網+」策略後，我們於2015年與互聯網技術的全球領導者—華為技術有限公司合夥開發和建立「全球光伏電站智能營維雲中心」(「該中心」)。該中心採用雲技術、大數據及4G無線通訊，能將不同地點的發電站集中管理。因此，其使我們能有效地實時管理全中國的太陽能發電站，提升管理運維效率，降低本集團成本的同時也提高了總發電量。除此之外，該中心亦強化了發電的可靠性及穩定性。





### Mobile App “iNex”

We have a mobile App called “iNex”, which facilitates timely two-way communication with our investors and users. The app allows users to watch real-time scene from our solar power plants, current and past electricity generation data and the latest industry information. In 2016, we added new features to iNex. Our staff from the power plants can now fill in the power and sunlight intensity data on iNex and the data is transmitted in real-time. Other new features include a map showing our power plants on the home page and media clippings on industrial news. A backup server has also been set up to protect the information on the mobile App.



### Smart Integrated Photovoltaic Substation

The Smart Integrated Photovoltaic Substation co-developed by us consists of an AC installation, including an HV switchgear, a dry-type transformer, an LV switchboard, an intelligent telecommunication cabinet and a container-type housing. It is used for the AC distribution, step-up and intelligent communications of solar power plants. This is widely applied in solar power plants.

### 移動應用程式「綠信」

我們的一款移動應用程式「綠信」，促進我們與投資者及用戶之間的即時雙向溝通。該應用程式使用戶能查看我們太陽能發電站的實時景象、當前及過去發電數據以及最新行業資料。於2016年，我們為「綠信」添增新功能。現在，我們的發電站員工能於「綠信」填入電力及太陽光照強度數據，而數據將實時傳送。其他新功能包括於首頁顯示我們發電站的地圖及行業新聞之媒體報導。我們亦設立一部備份伺服器，以保護移動應用程式的資料。

### 智能一體化箱變

由我們聯合開發的智能一體化箱變由直流裝置所組成，包括高壓開關裝置、乾式變壓器、低壓配電盤、智能通信室及貨櫃式外殼。其用於直流分流、升壓及太陽能發電站的智能通信，廣泛應用於太陽能發電站。



The Smart Integrated Photovoltaic Substation is beneficial to the operation of power plants because it can be a turnkey solution to save field assembly and commissioning time and to make the transport and lifting much easier. In addition, it is adaptable to the environment since it has resistance to corrosion, heat preservation and thermal insulation, as well as ventilation and heat dissipation. The dry-type transformer has passed climatic and environmental tests, which ensure its reliability and that it is maintenance free.

## TAKE THE LEAD IN INDUSTRY DEVELOPMENT

The PGO is an enterprise alliance in the photovoltaic industry, bringing different parties together, including investors, developers, constructors, operation and maintenance providers and suppliers, to create a financial and business platform.

With the concept of jointly creating the market, sharing resources and developing sustainability, PGO enables members to work together on solar power plants application technology research, solar plants development and investment, supply of equipment, construction and operation services. PGO facilitates effective communications among members in the industry and helps tackle the difficulties and challenges that arise. As of the end of 2016, there were 31 members in the PGO. As one of the leaders of PGO, we hope to motivate the entire solar power industry to participate in green development through this platform.

In May 2016, PGO announced the official initiation of solar power industry standardization, which outlines the standard of PGO as the industrial benchmark. The establishment and promotion of standard specifications not only effectively aligns industrial standards, enhances the overall level of solar power generation industry, and reduces costs, but also guarantees the security of power grid operations and improves the competitiveness of Chinese solar power products in the international market.

智能一體化箱變能提供一站式方案，節省現場組裝及試運時間，並更易於運輸和吊裝，有利於發電站運營。此外，由於其具有抗腐蝕性、保溫性及隔熱性，以及通風及散熱性能良好，其環境適應力佳。乾式變壓器已通過氣候及環境測試，確保其可靠性且無需維修。

## 引領行業發展

PGO為光伏行業的企業聯盟，匯聚了投資方、開發和建設方、運營和維護方及供應方等行業各界，以打造一個金融及商業平台。

PGO以共創市場、共享資源及打造可持續發展的概念，促使成員合作研究太陽能發電站應用技術、開發及投資太陽能發電站，以及供應設備、建設及營運服務。PGO推動行業成員之間的有效溝通，並幫助應對困難及挑戰。截至2016年年底，PGO有31個成員。作為PGO的領導者之一，我們希望透過此平台推動整個太陽能行業參與綠色發展。

於2016年5月，PGO宣佈正式啟動太陽能行業的標準化工作，將PGO的標準打造為行業典範。成立及推行標準規格不僅能有效統一行業標準、提升太陽能發電行業整體水平、減低成本，亦能保證電網經營安全性及提升中國太陽能產品於國際市場的競爭力。



Photovoltaic Green-Ecosystem Organization  
光伏綠色生態合作組織



On 24 May, 2016, PGO released the First PGO Purchase Price Index during the 10<sup>th</sup> SNEC Exhibition  
2016年5月24日，PGO在第十屆SNEC展會上發佈第一期PGO採購價格指數

To promote transparency of industry data, PGO has also issued the first phase of the PGO Purchasing Price Index, which includes the price index of engineering, procurement and construction, polysilicon, cells, modules and inverters. The PGO Purchasing Price Index is issued semi-annually, and aims to reflect the general trend of China's solar power purchasing prices timely and accurately.

On the other hand, in order to promote the application of advanced technology, PGO has initiated a solar power plant demonstration platform. In addition to the on-going 1MW demonstration project in Datong, PGO has established the first 0.5MW solar power plant in Shenzhen. The empirical data has been aggregated and published, providing strong support for China's solar power industry in terms of new product development, new technology research and application extension.

### Supply Chain Management

Panda Green has established rigorous standards in selecting suppliers and we take the process seriously. When selecting suppliers we consider good quality, accurate delivery, reasonable prices and excellent service. The supplier should have third-party references and have a good reputation both in mainland China and abroad. Moreover, the supplier should not have been ordered to suspend its business, cancel a bid qualification, have frozen or seized assets, or be put in the process of bankruptcy or restructuring.

為促進行業資料透明度，PGO亦發佈第一期的PGO採購價格指數，其中包括工程、採購及建造、多晶硅、電池、組件及逆變器的價格指數。PGO採購價格指數每半年發佈一期，旨在即時精確地反映中國太陽能電力購買價格的普遍趨勢。

另一方面，為促進先進技術的應用，PGO已啟動太陽能發電站實證平台。除在大同現行的1兆瓦實證項目外，PGO亦於深圳建成第一座0.5兆瓦太陽能發電站。我們彙整並刊發實證資料，為中國太陽能行業新產品開發、新技術研究及延伸應用提供強而有力的支持。

### 供應鏈管理

熊貓綠能已就選擇供應商設立嚴格標準，我們嚴肅看待篩選過程。我們於選擇供應商時，考量其是否為質量良好、準確交付、價格合理及服務優質的供應商。獲選供應商應獲得第三方推薦且於中國內地及國外具有良好聲譽。此外，供應商不能曾被勒令停業，取消投標資格，財產被充公或凍結，或處於破產或重組的過程中。

## Key Selecting Principles and Processes

For selecting new suppliers, our procurement department first collects relevant information. When new suppliers have passed our initial review, our inspection and quality control group, which consists of colleagues from the procurement department and professionals from different departments, give priority to companies that have environmental and other related qualifications and certificates.

## 關鍵選擇原則及過程

在選擇新供應商時，我們的採購中心會先蒐集相關資料。當有新供應商通過我們初步審核時，將由採購中心同事及不同部門專業人士組成的檢測及質量管控組，優先選擇具有環境及其他相關資格認證的公司。



Companies which are required to have special qualifications, such as waste, hazardous chemical handling, measurement equipment and safety equipment, need to be examined strictly according to the national regulations and other related requirements. Then we conduct site visits to inspect and evaluate according to the supplier evaluation criteria manual. Only suppliers that have passed this assessment and further reviews are approved by the procurement department and are listed on our qualified supplier list.

對於須具有特殊資格（例如廢棄物、有害化學物質處理、測量設備及安全設備）的公司而言，其必須根據國家規例及其他相關規定接受嚴格檢查。我們會接續進行實地訪查並根據供應商評估標準手冊進行評估。惟有通過此評估及進一步審核的供應商方能獲採購中心批准並列入我們的合格供應商列表。



The procurement department also has a grading system to classify our suppliers (see Table below). We do this by integrating the data provided by each department to evaluate the output of the supplier. Suppliers graded D would no longer be our qualified suppliers and we revoke their qualified supplier status. We consider our Grade A and B suppliers as excellent suppliers and we may strengthen cooperation with them. For assessment with points higher than 90 or lower than 70, the assessors are required to provide justifications and supporting materials to prove their assessment.

採購中心亦有評級系統以將供應商分等（見下表）。我們藉由整合各部門提供的資料以評估供應商的產出。評為D級的供應商將不再為我們的合格供應商，而我們將撤回彼等的合格供應商資格。我們視A及B級供應商為我們的優秀供應商，並將強化彼此的合作。90分以上或70分以下供應商，評估員必須提供證明及佐證材料以證實其評估。

	Grade A (90 points and above) A級（90分以上）	Grade B (80-90 points) B級（80-90分）	Grade C (60-80 points) C級（60-80分）	Grade D (Less than 60 points) D級（低於60分）
<b>Relationship Development</b> 關係發展 	<ul style="list-style-type: none"> <li>Strengthen cooperation 強化合作</li> <li>Mutual support 互相支援</li> <li>Strategic cooperation partners 策略合作夥伴</li> </ul>	<ul style="list-style-type: none"> <li>Strengthen communication 強化溝通</li> <li>Reserve strategic partners 儲備策略夥伴</li> </ul>	<ul style="list-style-type: none"> <li>Notify the supplier to rectify and improve 知會供應商糾正並改進</li> </ul>	<ul style="list-style-type: none"> <li>Be removed from the list of qualified suppliers 從合格供應商名單中除名</li> </ul>
<b>Priority Level</b> 優先等級 	<ul style="list-style-type: none"> <li>First choice 首選</li> </ul>	<ul style="list-style-type: none"> <li>5% or more discount, increase order 降價5%以上，增加訂單</li> </ul>	<ul style="list-style-type: none"> <li>10% or more discount and have quality advantage, increase order 降價10%以上且有質量優勢，增加訂單</li> </ul>	<ul style="list-style-type: none"> <li>None 無</li> </ul>
<b>Purchase Quantity</b> 購買量 	<ul style="list-style-type: none"> <li>Increase 增加</li> </ul>	<ul style="list-style-type: none"> <li>Depends on the actual needs 取決於實際需求</li> </ul>	<ul style="list-style-type: none"> <li>Depends on the actual production needs 取決於實際生產需求</li> </ul>	<ul style="list-style-type: none"> <li>Procurement ceased 終止採購</li> </ul>

As of December 2016, we have a total of 254 suppliers, of which 50 suppliers are from Hong Kong, 189 suppliers are from mainland China and 15 suppliers are from overseas.

截至2016年12月，我們共有254間供應商，其中50間供應商來自香港地區，189間供應商來自中國內地，及15間來自海外。

## Supplier Engagement

The establishment of the PGO has made supplier engagement and industry collaboration much easier. In 2016, semi-annual and annual meetings were held successfully with PGO core suppliers to review and share best practices. We also held supplier self-assessment sessions at the quarterly supplier evaluations. The aim of self-assessment is to promote better communication with our suppliers and help them self-improve.

The Group has mentioned the issue of recycling of discarded and retired components of the power plants in our regular communication and meetings. Suppliers in mainland China are conducting internal discussions on setting up end-of-life recycling programs, while overseas suppliers already have corresponding initiatives in place. In addition, our procurement department is in the process of revising the procurement contract template to include provisions on environmental protection, social responsibility and waste recovery in the new contract template. The Group has also planned to extend supplier management to upstream suppliers and subcontractors in 2017.

## 供應商溝通

光伏綠色生態組織的成立使供應商溝通及行業合作更加容易。於2016年，我們與光伏綠色生態組織核心供應商成功舉行半年度及年度會議，以檢視及分享最佳典範。我們亦於季度供應商考核中舉行供應商自我評估會。自我評估旨在促進與供應商更佳的溝通，以及幫助彼等自我提升。

本集團於定期溝通及會議加入回用發電站所捨棄及淘汰的組件的議題。中國內地的供應商正就設立廢棄產品回收計劃進行內部討論，而海外供應商已設有相應措施。此外，我們的採購中心正修訂採購合同樣板，以將有關環境保護、社會責任及廢物再生的條例納入新合同樣板。本集團亦計劃於2017年延伸供應商管理至上游供應商及分包商。







### Protecting Confidential and Proprietary Information

Our policy requires all employees, even those whose employment has ceased, to be responsible for protecting the confidentiality of the Group's sensitive and proprietary information, such as customer lists and information, vendor lists and pricing, and other personnel data. Our employees must not disclose such information to any person outside the Group, or with any person inside the Group who is not authorized to know.

The confidentiality of the Group's intellectual property, including patents, copyrights, trademarks and trade secrets is critical to the success of our business and must be strictly maintained. Our employees should not take or accept information or materials known or believed to contain the trade secrets of a competitor.

Infringement of patents or copyrights, misappropriation of trade secrets, or misuse of trademarks could give rise to serious liability and/or criminal prosecution. Employees shall not use any intellectual property that belongs to the Group without permission granted by the Group. We encourage our staff to inform their supervisor or Board of Directors, if they believe that somebody has inappropriately acquired or infringed, or attempted to acquire or infringe on the Group's intellectual property.

### 保護機密及專有資料

我們的政策規定所有現職或已離職員工有責任保密本集團敏感及專有資料，例如客戶名單及資料、供應商名單及價格，以及其他人事數據。我們的員工絕不可向任何本集團以外人士，或任何本集團內部未授權知情的人士披露受限資料。

本集團對知識產權的保密，包括專利、版權、商標及商業機密，於我們業務的成功十分重要，且必須嚴格保守。我們的僱員亦不得收取或接受已知或相信內含競爭對手交易機密的資料或素材。

侵害專利或版權、盜用交易機密，或不當使用商標將導致嚴重責任及／或犯罪起訴。員工未經本集團授予同意，不得使用屬於本集團之任何知識產權。倘員工相信有人已不正當取得或侵害，或企圖取得或侵害本集團的知識產權，我們鼓勵其知會其上司或董事會。



## Anti-corruption

The Group obligates all employees to adhere to high ethical standards and to promote ethical behaviour. Adherence to such standards should never be compromised in favour of financial or other business objectives. Employees whose behaviour is found to violate ethical standards will be subject to disciplinary actions including, where appropriate, termination of employment contract. Employees shall report the financial condition and results of operations fairly and honestly in accordance with generally accepted accounting principles, and with established finance and accounting policies.

The Group's anti-corruption policy requires all employees to comply with the Prevention of Bribery Ordinance, which prohibits bribery and sets out the minimum standards of integrity when the directors of the Company (the "Directors") and employees are conducting their employer's business. Employees should also comply with the local legislation related to prevention of bribery and corruption. It is the policy of the Group to prohibit Directors or employees from soliciting any advantages from clients, vendors or any person in connection with the Group's business. Directors and employees should decline advantages offered in connection with their duties if the acceptance of such advantages could affect their objectivity or induce them to act against the Group's interests or lead to complaints or biases.

During the year, the Group conducted training on prevention of bribery, raising the employees' awareness on corruption and strengthening the appropriate approach to handle such circumstances.

## 反貪腐

本集團要求所有員工秉持高道德標準，及宣揚道德的行為。不得因有利於財務或其他業務目標而對有關標準讓步。倘發現行為違反道德標準的員工，其將受紀律處分，包括終止聘約（如適用）。員工務須根據一般公認會計原則以及根據既有財務會計政策公平誠實報告財務狀況及經營業績。

本集團的反貪腐政策規定所有員工須遵守防止賄賂條例，該條例杜絕賄賂行為，載列本公司董事（「董事」）及員工進行僱主業務時最基本的操守標準。員工亦須遵守當地有關賄賂及貪腐防治的法規。本集團的政策禁止董事或員工向本集團業務相關的客戶、供應商或任何人士招攬任何利益。倘有相關利益收受可能影響董事及員工之客觀性或致使彼等作出違背本集團利益或導致投訴或偏見的行為，董事及員工必須謝絕有關利益。

於本年度，本集團已進行防止賄賂培訓，提高員工反貪腐的意識並加強宣導有關情況的妥當處理方法。



# WORKING TOGETHER

## 齊力合作

Our people are the backbone of Panda Green's business. We place strong emphasis on talent acquisition, development and retention to ensure our long-term success.

員工是我們業務的支柱，我們極度重視延攬、培育及保留人才以確保長遠的成功。





We strictly comply with the Labour Law of the People's Republic of China, the Labour Contract Law of the People's Republic of China, as well as labour legislation in Hong Kong and other local labour legislation in places we have operations to ensure equal employment opportunity and freedom from all kinds of discrimination, for reasons such as age, gender, marital status, sexual orientation, race, religion, disability, or political background. We treats all employees fairly, with dignity and respect. All employees are entitled to a work environment of harassment free. We take rigorous measures to prevent the use of child and forced labour in our business operations. In 2016, there were no reported incidents of violation of employees' basic rights, recruitment of child or forced labour. With an aim to protect the legitimate right and interest of our employees in mainland China , we have established labour unions according to the regulations of the People's Republic of China.

## EMPLOYEE PROFILE

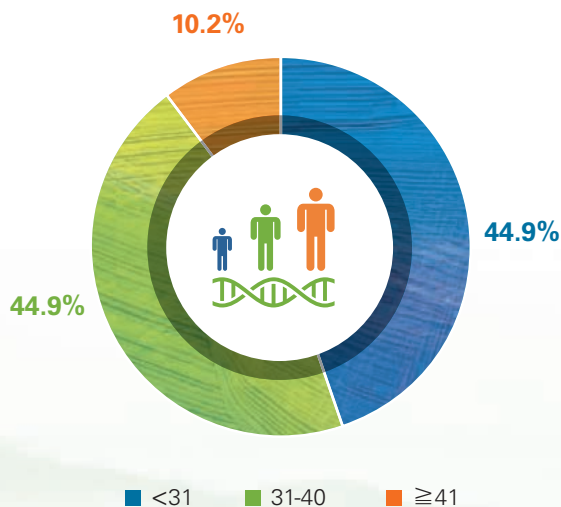
Coping with the growth of our business, our number of employees has increased compared to that of 2015. As of December 2016, we employ 305 full time staff, of which 41 or 13.4% are based in Hong Kong and 264 or 86.6% are based in mainland China. 82.3% of the employees are general staff, 13.8% are middle management team and 3.9% are senior management team. Less than 1% of our employees are from minority ethnic groups.

我們嚴格遵守中華人民共和國勞動法及中華人民共和國勞動合同法。同時，在香港嚴格遵守勞工法例，以及其他我們營運地區的勞工法例，以確保平等的工作機會並避免任何形式的歧視，如因年齡、性別、婚姻狀況、性取向、種族、宗教、殘疾或政治背景等原因的歧視。我們尊重並有尊嚴地公平對待所有僱員。全體僱員均有權享有免受騷擾的工作環境。我們於業務營運過程中嚴格防止使用童工及強制勞工。於2016年，概無獲悉任何有關違反僱員基本權利、僱用童工或強制勞工的舉報事件。我們已依據中國法律成立工會，以保障我們內地僱員的合法權利及利益。

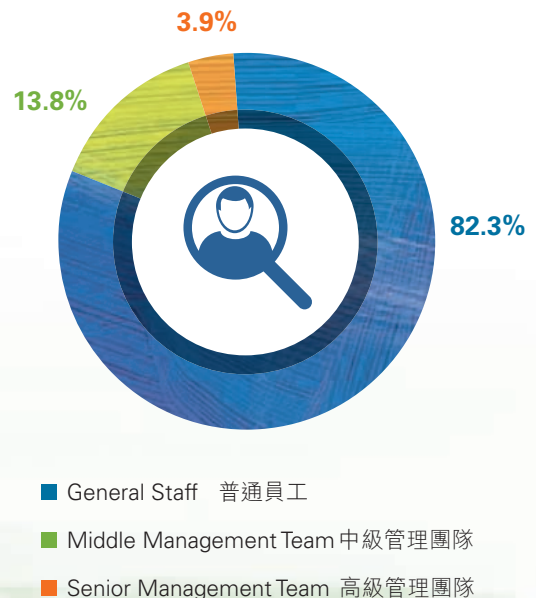
## 僱員概況

因應業務增長，我們的員工人數較2015年有所增加。於2016年12月，我們共僱用305名全職員工，其中41名（或13.4%）位於香港，而264名（或86.6%）位於中國內地。僱員中的82.3%為普通員工、13.8%為中級管理團隊以及3.9%為高級管理團隊。少於1%的僱員為少數民族。

### Age Profile 年齡概況



### Work Profile 工作概況



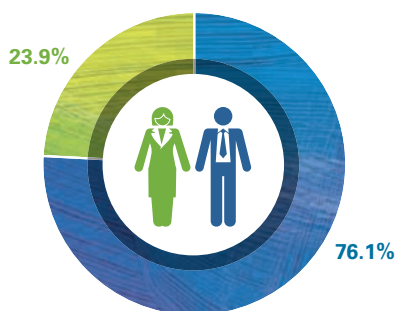


We value the career development of young people and actively provide them with employment opportunities. 89.8% of our workforce are aged 40 years or under, with 44.9% and 44.9% under 31 or between 31-40 years, respectively, and 10.2% of employees are aged 41 years or over. Our workforce breakdown by gender is 76.1% male and 23.9% female employees is at a normal level within the industry, comparing to the traditional electricity and new energy enterprises in Hong Kong and the mainland China. The senior management team comprises a total of 12 members, of which 8 are male and 4 are female. In terms of educational profile, we attracted high-end talents to join the Group. 64.7% of employees have tertiary qualifications or above, among which, 0.7% of all the employees hold doctor's degree, 16.1% of them hold master's degree, 47.9% of them hold bachelor's degree, while 35.3% of the employees have non-tertiary qualifications or below.

我們重視青年職業發展，積極提供就業機會。僱員中的89.8%為40歲或以下，31歲以下或31至40歲的員工比例均為44.9%，10.2%的僱員為41歲或以上。以性別劃分僱員，男性佔76.1%而女性佔23.9%，對比香港和內地的傳統電力企業及新能源企業，屬業內正常水平。高級管理團隊合共由12名成員組成，其中8名為男性，4名為女性。教育概況方面，我們對高端人才具有良好吸引力。64.7%的僱員為本科（或以上）學歷，其中，0.7%為博士學位，16.1%的僱員為碩士學位，47.9%為學士學位，而35.3%的僱員為大專（或以下）學歷。

### Gender Profile

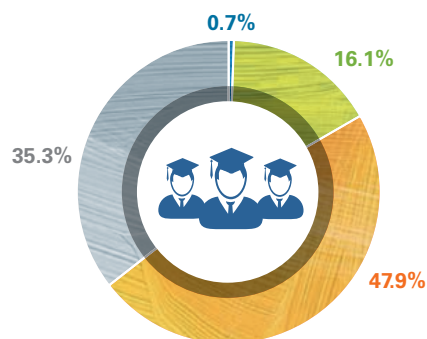
性別概況



■ Male 男性 ■ Female 女性

### Educational Profile

教育概況



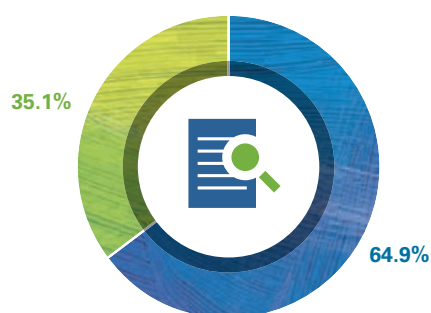
■ Doctor 博士  
■ Master 碩士  
■ Bachelor 學士  
■ Non-tertiary Qualification and Below 大專(及以下)學歷



A total of 193 new employees were hired in 2016. As our demand for talent is mainly on science and engineering disciplines, there are more male than female amongst our new employees. However, we actively attract and retain female employees, the rate of returning to work after maternity or paternity leave was 100%. The overall turnover rate was 33.8% or 94 people in 2016, of which two-thirds left the Group voluntarily.

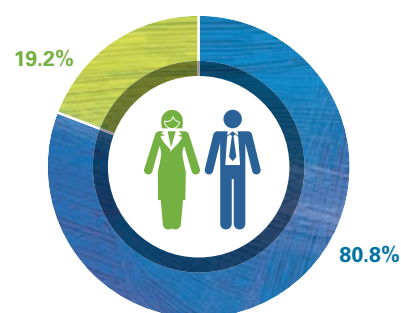
於2016年，總共招聘193名新僱員，鑒於我們的人才需求以理工科背景為主，新僱員中男性較女性多，但我們亦積極吸納和保留女性員工，從產假或陪產假重返工作崗位的比率為100%。於2016年，整體流失率為33.8%（或94人），其中近三分之二為自願離職。

#### Reason for Turnover 離職原因分佈



■ Resign 辭任 ■ Dismiss 解僱

#### Gender Profile of New Employment 新僱員性別分佈



■ Male 男性 ■ Female 女性



## REMUNERATION AND BENEFITS

Employees' remuneration includes basic salary and performance bonus. The basic salary is determined with reference to basic salary standards according to the nature of their position, individual qualifications, performance, working experience and market trends. A performance bonus is given based on the completion of specified tasks.

## 薪酬及福利

僱員薪酬包括基本薪金及績效獎金。基本薪金乃根據其職位性質、個人履歷、表現、工作經驗及市場薪酬趨勢的標準釐定。績效獎金根據完成指定的工作而發放。



"Ten Year Service Award" was presented during Panda Green's 2016 Annual Dinner  
2016年集團年會上熊貓綠能為員工頒發「十年服務獎」

We provide all statutory welfare to employees in all locations where we operate. For example, according to the statutory requirements in mainland China, all of our employees in mainland China are required to contribute to the social insurance and housing provident fund. The social insurance, which is in line with the spirit of the new labour laws and regulations, consists of five parts: endowment insurance, medical insurance, unemployment insurance, maternity insurance and employment injury insurance. For housing provident fund, our employees in mainland China can apply for withdrawal from or transfer the housing accumulation fund account according to the requirements of the Housing Provident Fund Management Center. Apart from statutory welfare benefits, the Group also offers additional welfare such as free annual health checks for employees. Employees receive free health advice based on their physical examination results.

我們按運營所在地要求為員工提供所有法定福利。例如，根據中國內地的法定要求，本集團內地僱員須繳納社會保險及住房公積金。社會保險符合新勞動法律法規精神，其由五類保險種類組成，分別是養老保險、醫療保險、失業保險、生育保險及工傷保險。對於住房公積金，內地僱員可根據地方住房公積金管理中心的規定，辦理住房公積金的提取及轉移。除法定福利外，集團亦為僱員提供免費的年度健康檢查等額外福利，僱員將依據身體檢查結果獲得免費的健康諮詢。



## TALENT ACQUISITION

Employees are crucial to our long-term business development. To attract high-end talents, we have developed a talent pool based on the Group's yearly development strategy, operation goals and yearly departmental plan. The pool is able to connect and locate suitable candidates for vacancies, and contact prospects at the right time to effectively improve the recruitment rate.

In addition, the Group's management model offers an open working environment. Employees are selected in a fair and just manner such that they are provided with sufficient opportunities to develop. In the meantime, the Group offers a flexible reward system to ensure that their efforts are appropriately rewarded.

Over time, the Group has developed a competent team of professional personnel, and is now focused on internal optimization and team efficiency enhancement.

## 人才招聘

僱員對我們的長期業務發展至關重要。為了吸引高端人才，我們依據本集團的年度發展戰略、運營目標及年度部門計劃儲備人才，該人才儲備能夠連接及物色職缺的適當人選，適時與適當人選聯繫以有效提升招聘效率。

此外，本集團的管理模式提供了開放的工作環境，以公平公正的方式甄選僱員，為僱員提供充足的發展機會。與此同時，本集團提供彈性的獎勵制度，確保僱員的努力獲適當的回報。

歷經數年，本集團已建立了一支有實力的專業團隊，現階段則專注於內部優化與提升團隊效率。



### Excellent Staff Experience Sharing

優秀員工體會分享

#### Safety Technology Supervisor – Mr. Xing Guofeng

電站安全技術主管 – 邢國鋒先生



"As a Safety Technology Supervisor, I offer solutions to power plants at any time, according to the local requirements. I believe the position allows me to be involved in the electrical industry which I am passionate about. By gaining training and enhancement in skill, resolving work problems, advancing technological transformation, and raising the capacity of clean power generation, I feel very rewarding.

「作為安全技術主管，我根據當地的需求，隨時向各發電站提供解決方案。我認為這個職位讓我能參與熱愛的電力行業，這份工作使我獲得技能培訓及提升、解決問題、推動科技轉型及提高清潔能源發電量，令我感覺獲益良多。」

#### Shenzhen Legal Department 深圳法務部



"Unlike the legal department of traditional companies, Our legal department does not provide passive legal services. We take the initiative to carry out legal work at the early stage of each project. Although the workload is heavy, the new form of legal work lets staff meet growth opportunities while facing challenges. The team achieves a high degree of cooperation with a clear division of labour. Every week, we share our personal experience in the departmental meeting, learn from each other, and enhance our effectiveness."

「有別於傳統公司的法律部門，我們的法務部主動提供法律服務。我們在每個項目的早期開發階段便主動展開法務工作。儘管工作量繁重，但新形式的法律工作使我們在面對挑戰的同時能獲得成長的機會。團隊藉由明確分工達到高度合作。僱員每周於部門會議分享我們的個人經驗，相互學習並提升彼等的效率。」

## EMPLOYEE ENGAGEMENT

The working atmosphere of the enterprise is essential to employees' positive working attitude and personal feelings. We provide our employees with an excellent working environment and atmosphere. To develop corporate culture, we encourage teamwork and experience sharing, not only within a department, but also among departments, regional offices and headquarters. Additionally, the Group's open cooperate culture provides employees with opportunities to initiate their own ideas and achieve personal and career satisfaction. In terms of material support, we actively support greater convenience in employees' lives and jobs. In the the relatively remote locations of the power plants, we equip our employees with vehicles to carry out their duties.

Each fiscal quarter, the Human Resources department conducts performance appraisals, which covers our general staff and department heads. Senior management team are assessed through debriefing. Department heads communicate the results to their subordinates, review their performance, and ensure staff are on schedule to achieve their development goals, and to be aware of performance targets.

## 僱員參與

企業的工作氛圍對僱員積極的工作態度及個人感受至關重要。我們為僱員提供優越的工作環境與氛圍。為培養企業文化，我們不僅鼓勵部門內部，更鼓勵部門、區域辦公室以及總部之間的團隊合作及經驗交流。此外，本集團開放的公司文化，為僱員提供機會激發個人想法並使其獲得自身及事業上的滿足感。在實質支持方面，我們主動為僱員的生活與工作提供更多便利性。對於地點相對較偏遠的發電站而言，我們向僱員配備車輛以方便彼等履行職務。

於每一財政季度，人力資源部門會進行工作表現考核。我們的普通員工以及部門主管皆包含在評估之內。高級管理團隊則以述職匯報方式進行評估。各部門主管將根據結果與下屬溝通，回顧彼等表現，並確保員工能如期達成彼等的發展目標且知悉績效目標。



Staff Activities and Sharing in 2016  
2016年員工活動及學習分享會

Panda Green has always insisted on an open environment and atmosphere in the workplace to encourage employees to make use of their talent of innovation. Through accumulating working experience, employees can make suggestions at any time to promote the Group's technology enhancement. Grape-Photovoltaics Integrated Project being carried out in Xinjiang is one of the examples. This project is a result of constant exchanges of ideas between our employees and local community. By combining both grapes cultivation and solar power generation, it can enhance land use efficiency, and also increase agricultural production and providing additional clean energy.

我們一直堅信工作場所應有開放的環境與氛圍，鼓勵僱員勇於創新。藉由工作經驗的累積，僱員可以隨時提供建議，促進本集團的技術進步。而正於新疆推行的葡光互補計劃正是其中的一個例子。此計劃是我們的員工與當地社區通過不斷交流意見而產生的成果。藉由融合葡萄種植與太陽能發電，不僅提高了土地使用效率，亦能促進農業生產以及提供更多清潔能源。

### Innovative ideas from our employees: Grape-Photovoltaics Integrated Project

#### 員工創新概念：葡光互補計劃

In Xinjiang, grape growing is popular. Due to the long summer daytime and large temperature difference between day and night, grapes undergo photosynthesis effectively and produce a high amount of fructose. As a result, although the grapes are extremely sweet and tasty, the scope of commercial applications for the local variety of grape is narrow. Built on the passion and sensitivity to the work, the Grape-Photovoltaics Integrated Project was born during the communication of our employees. Through the implementation of solar power plants, solar power panels provide clean electricity for the local community and control the intensity of sunlight for the grapes at the same time, allowing for the production of different grapes with different commercial applications, like grape varieties suitable for winemaking. It is currently undergoing a small-scale trial in cooperation with local agribusiness.

種植葡萄在新疆非常普遍。由於夏季白晝時間長以及巨大的日夜溫差，葡萄能有效進行光合作用與製造大量的果糖。正因如此，當地葡萄雖尤其鮮甜可口，但同時也使品種的商業應用範圍相對狹窄。基於對業務的熱情和敏感度，員工在與當地社區溝通互動的過程中，醞釀出了葡光互補計劃。透過利用太陽能發電站，太陽能面板能為當地社區提供清潔電力，同時控制葡萄接受的日照強度，藉此產出不同商業用途的葡萄品種，例如釀酒用的葡萄品種。現時正進行小規模測試並與當地農業合作當中。



Project Combining Grape Cultivation and Solar Power under Panda Green  
熊貓綠能新疆葡光互補示範項目



## FOSTERING TEAM SPIRIT

We organize a variety of employee activities from time to time, caring our employees and enriching their recreational life. In addition to regular festive events such as New Year's party and birthday celebrations, our branches and power plants organized several team-building events in 2016, including weekly ball games at Shenzhen branch, photo-taking activities at power plants from the Northwest region and employees' getaways organized by the Inner Mongolia branch. The various activities enhanced the communication and interaction between employees, demonstrating a good team spirit.

### Annual Dinner & New Year's Party

We arranged activities for our staff to relax and to bond with each other. We held our staff meeting and New Year's party in Shenzhen in 2016 with more than 100 staff participated.

## 凝聚團隊

我們不定期組織形式多樣的員工活動，為僱員提供貼心關懷，豐富員工業餘生活。於2016年，除了常規的節慶活動，如新春匯演、生日派對等，我們的地區公司及電站亦組織多個團隊建設活動，包括深圳公司每週組織球賽活動、西北區域各電站團隊風采展示活動、內蒙區域公司員工出遊等。豐富的員工活動，能有效增進員工之間的溝通和交流，提升團隊凝聚力，同時展現了良好的團隊風貌。

### 年會及新春匯演

我們安排能夠讓員工放鬆及增進彼此感情的活動。於深圳舉行的2016年員工會議及新春匯演有超過一百名僱員參加。



### International Women's Day Celebration

To celebrate International Women's Day, all female staff in Hong Kong had a lunch gathering. Female staff in the mainland were given flowers and a bottle of red wine with their comical portraits printed on it. They also enjoyed half-day statutory holiday.



### 國際婦女節

為慶祝國際婦女節，香港的所有女性員工共聚午餐，而內地女性員工則收到鮮花和印有其漫畫肖像的紅酒，並享受法定半日假期。



### Birthday Parties for Employees

We held birthday parties monthly to celebrate our employees' birthdays.



### 僱員生日派對

我們每個月舉行一次生日派對為當月生日的僱員慶生。





## Team Building

On 8 August 2016, our Inner Mongolia branch organized annual team-building activity in the famous scene in Ulanqab, Inner Mongolia, with activities such as team building activities and bonfire. The employees participated actively, achieving the aim of the team building activity.



### 建設團隊精神

2016年8月8日，內蒙區域公司全體員工在內蒙古烏蘭察布市著名風景區組織了內蒙區域公司年度團隊建設活動，進行團隊拓展活動、篝火晚會等，員工積極參與，達到預期活動效果。



## Employees' Getaway

On 15 December 2016, our northwest branch office organized a team building activity in a skiing resort. The activity created a better understanding among our team and facilitate a better cooperation in the work.

### 員工出遊

2016年12月15日，西北區域公司組織員工至滑雪場進行團隊建設活動，員工在活動之餘，加深了團隊默契，促進日後更好的工作配合。



### Leisure Activities

Our employees in our Shenzhen office organize various kinds of sport activities and competitions weekly, including basketball, badminton and soccer, with an aim to help them relax after work and foster a harmonious relationship among the colleagues.

#### 休閒活動

深圳公司每周均會組織員工進行籃球、羽毛球及足球興趣活動及對抗賽，讓他們在工作後能放鬆心情及促進同事間的融洽關係。



### Working Image Showing Activity

In October 2016, Panda Green organized working image showing activity, different teams from northwest solar plants participated in the activity to demonstrate teamwork spirit.

#### 風采展示活動

2016年10月，熊貓綠能西北區域各電站團隊舉行風采展示活動，各站負責人及員工集思廣益，通過攝影來展現團隊精神面貌。

## OCCUPATIONAL HEALTH AND SAFETY

The Group is committed to providing a safe workplace for all employees and complying with relevant laws and regulations such as the Law of the People's Republic of China on Prevention and Control of Occupational Diseases in China and the Occupational Safety and Health Ordinance in Hong Kong. We have established a safety management system in accordance with the OHSAS 18001 standard to mitigate health and safety risks at the workplace. All accidents, injuries and illnesses that occur at the workplace are required to report to supervisors immediately. No fatalities or working days lost from work injury were observed in 2016.

## 職業健康與安全

本集團致力為全體僱員提供安全的工作場所，並且遵守相關法律法規（例如中華人民共和國職業病防治法及香港職業安全及健康條例）。我們已根據OHSAS 18001標準建立安全管理體系，以降低在工作場所危害健康與安全的風險。所有於工作場所發生的意外、傷害與疾病必須立即向上級通報。經我們所察，於2016年概無任何因工死亡或損失工作日之情況。

Indicators 指標	Unit 單位	2016 2016年
Fatality while on duty 因工死亡	Persons 人	0
Number of working days lost from working injury 因工傷損失工作日數	Days 日	0
Percentage of covered employees who take up health checkup benefits 享有健康檢查福利僱員的百分比		100%

All employees working around potentially dangerous equipment must wear appropriate safety and personal protective gear. Work safety training is carried out to ensure employees' health and occupational safety.

所有僱員工作時，如身邊有具潛在危險性設備，必須穿戴適當的安全及個人防護裝備。我們亦實施工作安全培訓以確保僱員的健康與職業安全。

As the capacity of installed power plants continues to rise, we have put more attention to the quality and safety of power plants. A number of safety and security issues were brought up in the solar power plants built in recent years. The safety risk factors are divided into five main aspects: natural risk, technology risk, installation risk, safety risk and material risk. We take the above risks into full account at the beginning of solar power plant construction of, taking all necessary measures to protect our employees' safety.

隨著電站裝機容量持續增長，我們亦更加關注電站的質量與安全。近幾年建設的太陽能發電站已引起若干有關安全與保安的議題。安全風險因素主要分為五大方面：自然風險、技術風險、安裝風險、安全風險及重大風險。因此，我們於開始建設太陽能發電站時便全面考量上述風險，並採取所有必要措施保護僱員安全。

### Double workflow approvals and Triple Systems to ensure Site Safety Inspection & Management 兩票三制確保現場安全監督管理

Double workflow approvals, known as “task approval” and “procedure approval”, which represent a workflow and a standard with the purposes of ensuring the smooth maintenance of electricity equipment and also protecting the safety of our employees and electric equipment. Triple systems, known as “work shifting system”, “patrol inspection system” and “rotating systems of regular equipment testing”. It aims at reducing potential risks at work by improving the on-site safety management skills of our employees. By using our Group’s cloud management Center in our implementation of double workflow approvals and triple systems, we can remotely monitor the progress of the scheme and also its defect and fix problems in time.

兩票制度，指工作票及操作票，其代表的是一套為保證電力生產設備的檢修工作順利進行以及保護和保障人身及設備的安全而制定的流程和規範，工作票及操作票為該種流程和規範中的重要審批文件。而三制指交接班制、巡迴檢查制以及定期設備試驗輪換制，旨在提高員工現場安全管理能力從而降低工作風險。我們借助集團營維雲中心配合兩票三制的實施，通過遠程監控該計劃執行的情況和缺陷，及時發現並糾正問題。

## ELECTRIC SHOCK PREVENTION

We understand that our employees at the power plants are exposed to the risk of electric shock and therefore we have developed a number of preventative measures. We strictly implement safety rules and regulations, review the safety and security measures before work, and examine and check their implementation after work completion. We have developed and implemented standardized safety measures for power outages in line with safety regulations. Relevant safety trainings and education are also provided to employees and regular examinations are organised.

All of our electrical equipment is periodically tested and the results are recorded. We prohibit the use of any disqualified electrical equipment in any situation. Our employees who work on the inspection and maintenance of electrical circuits must wear protective equipment such as insulated gloves and helmets. In the event of a thunderstorm, no one is allowed to enter high-pressure zones carrying an umbrella or without wearing insulated boots, and staying near the lightning arrester is prohibited.

## 預防觸電

我們了解於電站工作的僱員面臨觸電風險，因此我們制定出若干預防措施。我們嚴格實施安全規章制度，於工作前檢驗安全及保安措施，並於工作完成後檢查實施結果。我們已根據安全規定制定及實施斷電的標準化安全措施，亦向僱員提供有關安全培訓及教育並安排定期檢查。

我們所有的電力設備均經定期檢測並記錄檢測結果。我們禁止於任何情況下使用任何不合格電力設備。進行巡視和檢修工作的僱員須穿戴防護設備，如絕緣手套及防護頭盔。如遇雷雨，無穿戴絕緣靴及攜帶雨傘者禁止進入高壓區，亦禁止於避雷針週遭徘徊。





## FIRE PREVENTION

Fire detection and alarm systems and other fire-fighting systems are in place in all of our power plants and offices according to the national code for fire protection design of buildings and other related regulations. We have a fire safety design, ensuring employees' personal safety and property security. We have implemented a variety of fire prevention measures in process design, equipment and materials selection, layout, and fire exits, including but not limited to emergency lighting, anti-lightning and grounding materials, communication and ventilation systems. Moreover, power plants are situated in less densely populated areas, reducing the risk of fire in surrounding communities.

There are safe evacuation routes and fire exits, which not only facilitate safe and speedy evacuation, but also enable fire engines to reach the plant area, integrated building and electronic control floor, and other switch plant areas of the power plants. Fire detection and alarm devices are installed in the rooms equipped with fire-fighting equipment, such as the main control room and integrated protection room. The alarm controller is installed in the duty room, which enables the duty officer to notice and report a fire immediately.

## 消防措施

我們所有的電站和辦公室均根據國家建築設計防火規範及其他相關法規設有消防偵測及警報系統以及其他滅火系統。我們的消防安全設計確保所有僱員的人身安全及財產安全。我們在流程設計、設備及材料選擇、佈局及消防通道實施多種消防措施，包括但不限於緊急照明、防雷接地材料、通訊及通風系統。此外，電站設於人口較稀疏地區以減低對周遭社區造成火災的風險。

安全逃生路線及消防通道不僅可提供安全及快速逃生，更確保消防車能夠抵達電站站區、綜合樓宇及電力控制樓及其他變電站區。主要控制室及整合性保護室等設有消防設備的房間中亦裝設消防偵測及警報系統。警報控制器裝設於值守室，使值守員得以立即注意並通報火警事件。



## ANTI-TERRORISM SAFEGUARDS SYSTEM IN XINJIANG

The Group has established an emergency contingency plan for anti-terrorism in Xinjiang. The purpose of the contingency plan is to minimise personal casualties and property damage in the event of an attack as well as to maintain the stability of the power plants.

In 2016, we conducted anti-terrorism drills at our power plants in Xinjiang. The purpose of the drills was to improve staff's ability to deal with an unexpected terrorist incident at the scene. The result of the drill exercise was satisfactory as it raised employees' awareness of anti-terrorism, anti-violence and anti-hijacking measures in the event of terrorism or other emergencies.

## 新疆的反恐保護系統

本集團已於新疆制定一套反恐緊急應變計劃。緊急應變計劃旨在減少襲擊事件所造成的人員傷亡及財產破壞，以及維持電站的穩定。

於2016年，我們於新疆電站進行了反恐演習，演習目的為增進員工處理突發性恐怖襲擊現場的應變能力。該演習提升了僱員面臨恐怖襲擊或其他緊急狀況時對反恐、反暴力、反劫持措施的意識，結果令人滿意。

### Case Study – Power Plant Emergency Drill

#### 案例：電站應急演練

From May to June 2016, we conducted anti-terrorism emergency drills for solar plants at Minfeng and Lishang Fangcaohu in Xinjiang, simulating armed terrorist broke into power plants and assaulted the workers and facilities. The participants evacuated staff and reported to the police immediately.

於2016年5月至6月，我們於中國新疆的民豐光伏電站和利商芳草湖光伏電站舉行反恐應急演練，模擬恐怖分子手持破壞性器械傷害電站人員，並闖入電站對發電設備進行破壞。參與演習人員做到迅速組織人員撤離，及時通報警方。



2016 Anti-terrorism Drill in Xinjiang Power Plants  
2016年新疆電站反恐演習

## TRAINING AND DEVELOPMENT

*To continuously develop and expand our Group's business, we set clear career development plans for our employees at all levels according to two major lines, professional and management. By implementing thorough training plans, we help our employees advance their careers and contribute to the Group's growth and development.*

Trainings and career developments start from the first day when our employees join the Group. We conduct orientation training for new employees to familiarise themselves with our Group's culture and operations. Further trainings are then arranged according to their duties and functions. Trainings are conducted via various means, including internet, face-to-face and live streaming from internal and external resources.

During the year, we further strengthened our training system from "3+1" to "4+1". In addition to basic, professional, and advanced training for all employees, we added a new training stage – professional training for all employees, which mainly involves elective courses, as we aim to increase the quality of our professional modules and develop employees' general skills according to their own needs. "1" refers to a points-based training management. Employees' training points are one of the factors in considering promotions, performance reviews and rewards.

## 培訓與發展

為持續發展並開拓本集團業務，我們根據兩大主線（即技術及管理）為所有層級的僱員設定明確的職業發展計劃。藉由實施完善的培訓計劃，我們幫助僱員於職業上取得進展，進而促進本集團的成長與發展。

僱員的培訓及職業發展自其加入本集團的第一天起即開始。我們實行新僱員入職培訓，以使新僱員熟悉本集團的文化及運營，並將根據各自職能安排進一步培訓。培訓按不同方式進行，包括互聯網、面對面及內外部資源直播培訓。

本年度，我們將「3+1」培訓體系進一步擴大為「4+1」培訓體系。除所有僱員的基礎、專業及進階培訓外，我們增加新的培訓階段——全員專業培訓。由於本集團的目標在於提升我們的專業課程的質量及根據僱員需求發展彼等的通用技能，因此新增的全員專業培訓主要由選修課程組成。「1」即結合培訓積分制管理方式。僱員的培訓積分為職位晉升、年終績效考核及獎勵的考量因素之一。





Our employees earn training points by participating and passing internal and external training courses. Each training course is targeted to a particular group of staff. However, if employees are interested in participating in other non-required training courses, they are welcome to apply and receive training points for these courses as well. Besides, employees can also earn training points by becoming an internal lecturer and provide training materials for our training courses.

We set annual training targets for professional and skilled employees. In China, power plant operation and maintenance personnel and junior management personnel shall obtain no fewer than 20 training points per person per year, whereas each middle to senior manager shall obtain no fewer than 15 training points per year. Since professional associations in Hong Kong have requirement on continuing professional development, the assessment criteria are slightly different for our employees in Hong Kong. Each professional line and junior to mid-level staff require no fewer than 10 training points per person per year, and each senior management requires no fewer than 7.5 training points per year in Hong Kong.

僱員藉由參加及通過內部及外部培訓課程累積培訓積分。各項培訓課程均以特定組別員工為目標。然而，假使僱員有意參加其他非必修培訓課程，本集團亦鼓勵彼等申請及獲得該等課程的培訓積分。此外，僱員亦可成為內部講師，為我們的培訓課程提供培訓素材，藉此累積培訓積分。

我們為專業及技術僱員設計年度培訓目標。於中國，電站運維人員及基層管理人員每年每人應獲得不少於20點培訓積分，而各中高層管理人員每年應獲得不少於15點培訓積分。由於香港各專業學會對持續專業培訓已有相關規定，我們對香港僱員的評量標準略有不同。香港各專業線及中、基層人員每年須獲得不少於10點培訓積分，而各高層管理人員每年每人須獲得不少於7.5點培訓積分。



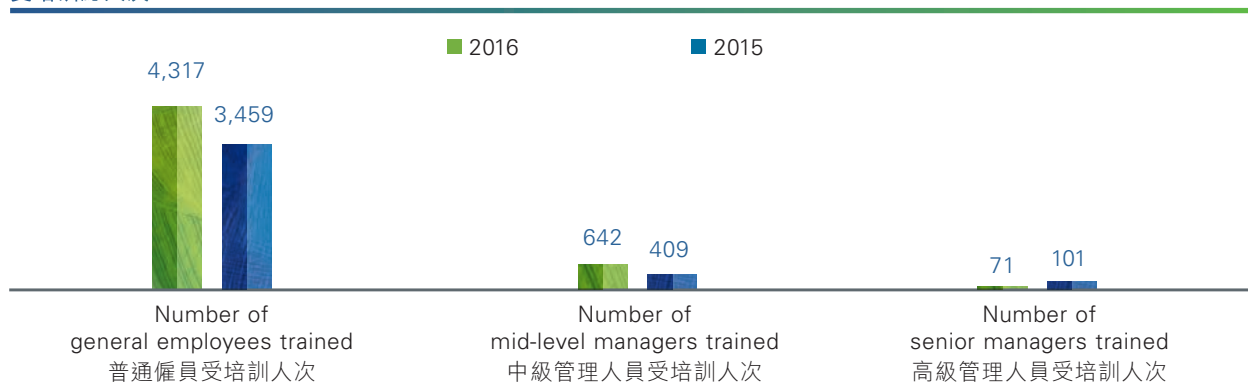
We held various training courses regularly during the year and some of the basic trainings conducted included Company Profile & Corporate Culture, Introduction of the Group's Management System and Basic Knowledge of Solar Power Plants. Professional trainings covers basic legal, compliance, finance, occupational safety, merger and acquisition topics, such as Anti-Corruption, Introduction to Equity Valuation Method, and Due Diligence in Overseas M&A. Advanced training included Process Management, Human Resources Management and Financial Management. Our new professional trainings for all employees included Writing Skills, Workplace Effective Communication and Business Etiquette.

我們於年內定期舉辦多種培訓課程，基礎培訓當中包括公司概况與文化、集團管理體系介紹及太陽能電站基礎知識。專業培訓涵蓋法務合規、財務、職業安全、併購基礎等課題，例如：反腐、股權估值概念和工具及海外併購盡職調查。進階培訓包括程序管理、人事管理及財務管理。我們新增的全員專業培訓包括寫作技巧、職場有效溝通及商業禮儀。

Indicator 指標	Unit 單位	2016 2016年	2015 2015年
Training expense per employee 每位僱員培訓開支	RMB 人民幣	2,036	1,050 (Mainland) (內地) 215 (Hong Kong) (香港)
Average training time per employee 僱員平均培訓時間	Hours 小時	22	17

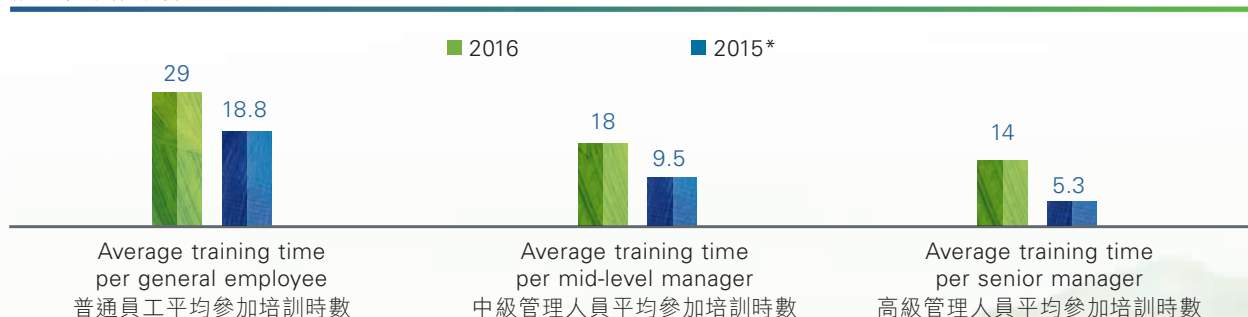
#### Number of persons trained 受培訓總人次

Person-times  
人次



#### Average training time per employee 僱員平均培訓時間

Hours  
小時



\* The average of Mainland China and Hong Kong  
為中國內地和香港的平均值



## LOCAL COMMUNITIES

The Group's power plants are distributed throughout the country, especially in the remote areas of Northwest China. All permanent operation and maintenance staff are recruited locally and the supplies for daily operation of our solar power plants are procured locally. Local subcontractors are given first priority for related works on the power station and weeding, providing working opportunities and creating economic value to the local communities.

We are committed to supporting the local communities and co-developing with them to achieve sustainable development for our environment as well as our business. We contribute by conducting various staff activities, including charitable events and environmental conservation activities.

### Hiking and Tree Planting Day at the Lion Rock Country Park

Organised by the Agriculture, Fisheries and Conservation Department to support nature conservation, employees participated in a 4 km hike, planting trees and learning more about nature.

## 當地社區

本集團的電站分佈全國各地，尤其是中國西北地區的偏遠地帶。所有長期運維員工均於當地招募，而我們的太陽能電站每日運作所須的物料亦均於當地採購，電站相關工程及除草等項目優先外包予當地企業，為當地社區提供就業機會，創造經濟價值。

我們致力於支持當地社區並與其共同發展，為我們的環境及業務達成可持續發展。我們藉由進行各類員工活動（如公益活動及環保活動）盡一份心力。

### 獅子山郊野公園遠足植樹日

本活動由漁農自然護理署為支持自然保育而籌辦。參加僱員共健行四公里，參與植樹活動並增進對自然的了解。



On 10 April, 2016, Panda Green joined Hiking and Tree Planting Day at the Lion Rock Country Park  
2016年4月10日，熊貓綠能員工參加獅子山郊野公園遠足植樹日



### “Walk for Water”

This was a charity event organised by A Drop of Life. Each of our participated employee carried 4.5 liters of water and walked a 3 km trail passing through Repulse Bay Beach, via Seaview Promenade, and Deep Water Bay. They experienced the hardship of rural villagers in mountainous areas fetching water from afar and promoted the message of cherishing water resources. The purpose of this event is to raise funds to build water supply facilities in arid areas in Northwest mainland China, thereby drawing attention to the drought problem that is occurring there.

### “Spring Winds Ten Miles”

A charity and environmental protection campaign called “Spring Winds Ten Miles” aimed at connecting environmental protection and everyday life received strong support and positive responses from the entire Group.

Employees from the Shenzhen headquarter formed a team of more than 50 people and went to the Shenzhen suburb of Dapeng to pick up garbage along the coastline, spreading the message of “clean and green” to every corner of the beach. We put green ideas into practice and it stimulated positive energy to everyone around us at the same time.



On 26 March, 2016, an environmental protection campaign named “Spring Winds Ten Miles” was successfully organized  
2016年3月26日，「春風十里伴我行」公益環保行動成功舉行

In the future, we will put more effort into community investment. With the opening of the first “Panda Solar Plant” in Shanxi Datong, the Summer Camp will be launched simultaneously, providing solar power education for the young generation. The camps not only provide learning opportunities for local youth, but also subsidise the poor from the communities nearby through the income from power generation.



On 8 May, 2016, Panda Green Joined a Charity Event “Walk for Water”  
2016年5月8日，熊貓綠色員工參加慈善活動「點滴掙水行」

### 「點滴掙水行」

此公益活動由點滴是生命籌辦。每位參與活動的僱員揹負4.5公升水，途經麗海堤岸路及深水灣步行3公里路徑穿過淺水灣海灘，體驗偏遠山區居民翻山越嶺取水的辛勞，並推廣珍惜水資源的訊息。此活動旨在籌措資金，於中國西北地區的乾旱地帶興建供水設備，藉此引發對該地區乾旱問題的關注。

### 「春風十里伴我行」

「春風十里伴我行」公益環保行動，旨在連結環保與日常生活，活動得到了集團上下的大力支持和積極回應。

深圳公司員工組成了一支五十多人的環保小分隊在深圳近郊大鵬沿海岸線開展「清潔海岸線」環保拾垃圾行動，將「清潔綠色」之風吹向了海灘的每一處角落。我們在踐行綠色理念的同時，亦將環保正能量帶給了身邊的每一個人。

未來，我們將投注更多心力於社區投資。隨著山西大同第一個「熊貓電站」的啟用，夏令營活動將同時展開，為年輕一代提供太陽能科普教育。夏令營將不僅為當地青年提供學習機會，更將以發電所產生的收入用作補助鄰近社區的貧困人士。

# PERFORMANCE DATA SUMMARY

## 績效數據摘要

This section provides statistical information on the Group's sustainability performance.

本節提供有關本集團可持續發展績效的統計資料。

	Unit 單位	2016	2015
<b>Total Headcount</b>			
總人數		305	244
<b>By Geographical Distribution (full time)</b>			
按地理分佈 (全職)			
Hong Kong			
香港	(13.4%) 41	(13.9%) 34	
Mainland China			
中國內地	(86.6%) 264	(86.1%) 210	
<b>By Age</b>			
按年齡			
<30	(44.9%) 137	(50.8%) 124	
31–40	(44.9%) 137	(37.3%) 91	
>41	(10.2%) 31	(11.9%) 29	
<b>By Gender</b>			
按性別			
Male			
男性	(76.1%) 232	(67.6%) 165	
Female			
女性	(23.9%) 73	(32.4%) 79	
<b>By Gender (Senior Management Team)</b>			
按性別 (高級管理團隊)			
Male		85.7% (Mainland)	
男性		(內地)	
		60.0% (Hong Kong)	
	(66.7%) 8	(香港)	
Female		14.3% (Mainland)	
女性		(內地)	
		40.0% (Hong Kong)	
	(33.3%) 4	(香港)	
<b>By Educational Background</b>			
按教育背景			
Doctor			
博士	(0.7%) 2	–	
Master			
碩士	(16.1%) 49	–	
Bachelor			
學士	(47.9%) 146	–	
Non-tertiary Qualification and Below			
大專 (及以下) 學歷	(35.3%) 108	–	

Workforce  
Demographics  
僱員統計

	Unit 單位	2016	2015
<b>By Employee Category</b>			
<b>按僱員類別</b>			
General Staff			
普通員工	(82.3%)	251	–
Middle Management Team			
中級管理團隊	(13.8%)	42	–
Senior Management Team			
高級管理團隊	(3.9%)	12	–
<b>Employee Turnover Rate</b>			
<b>(Retirement and Contract Termination)</b>			
<b>僱員流失率（退休及合約終止）</b>			
Male			
男性		0	–
Female			
女性		0	–
<b>Employee Turnover Rate (Resignation)</b>			
<b>僱員流失率（辭任）</b>			
Male			
男性		15.1%	9.1%
Female			
女性		35.6%	17.7%
<b>Employee Turnover Rate (Dismissed)</b>			
<b>僱員流失率（解僱）</b>			
Male			
男性		8.6%	11.5%
Female			
女性		17.8%	10.1%
<b>New Hire Employees by Gender</b>			
<b>新聘員工，按性別</b>			
Male			
男性	(80.8%)	156	(76.9%) 170
Female			
女性	(19.2%)	37	(23.1%) 51
<b>Return to work and retention rates after parental leave, by gender</b>			
<b>育嬰假後的返崗及留任比率，按性別</b>			
Male			
男性		100%	–
Female			
女性		100%	100%
<b>Number of Minority Employees by Gender</b>			
<b>少數民族僱員人數，按性別</b>			
Male			
男性		0	–
Female			
女性		1	–
Total			
合計	(0.33%)	1	(0.82%) 2

Workforce  
Demographics  
僱員統計



Workforce Demographics 僱員統計	Unit		2016	2015
	單位			
	Employee Training			
	僱員培訓			
	Number of employees attending training	Person-times		
	參加培訓僱員人次	人次	5,030	3,969
	Average training time per employee	Hours		
	僱員平均培訓時數	小時	22	17
	Percentage of Employees Attending Training			
	by Gender			
	參加培訓僱員比例，按性別			
	Male			
	男性		69%	—
	Female			
	女性		31%	—
	Percentage of Employees Attending Training			
	by Function			
	參加培訓僱員比例，按職能			
	General Staff			
	普通員工		91%	—
	Middle Management Team			
	中級管理團隊		8%	—
Senior Management Team				
高級管理團隊		1%	—	
Employees Average Training Hours by Gender				
僱員受培訓平均時數，按性別				
Male	Hours			
男性	小時	26	—	
Female	Hours			
女性	小時	10	—	
Employees Average Training Hours by Function				
僱員受培訓平均時數，按職能				
General staff	Hours	29	22.5 (Mainland)	
普通員工	小時		(內地)	
			15 (Hong Kong)	
			(香港)	
Middle Management Team	Hours	18	11 (Mainland)	
中級管理團隊	小時		(內地)	
			8 (Hong Kong)	
			(香港)	
Senior Management Team	Hours	14	5.5 (Mainland)	
高級管理團隊	小時		(內地)	
			5 (Hong Kong)	
			(香港)	

		Unit 單位	2016	2015
Workforce Demographics 僱員統計	<b>Number of Employees Training by Gender</b>			
	受培訓僱員人次，按性別			
	Male 男性	Person-times 人次	4,035	–
	Female 女性	Person-times 人次	995	–
	<b>Number of Employees Training by Function</b>			
	受培訓僱員人次，按職能			
	General Staff 普通員工	Person-times 人次	4,317	3,459
	Middle Management Team 中級管理團隊	Person-times 人次	642	409
	Senior Management Team 高級管理團隊	Person-times 人次	71	101
	<b>Total Employee Training Cost (Per person)</b>			1,050 (Mainland) (內地)
Health and Safety 健康與安全	僱員培訓成本總額（每人）		RMB 人民幣	215 (Hong Kong) (香港)
			2,036	
	<b>Occupational Health and Safety Performance</b>			
	職業健康與安全表現			
				–
	Number of safety accidents 安全事故數量		0	0
	Number of first level accidents 一類事故數量		0	0
	Number of mis-operation accidents 誤操作事故數量		0	0
	Number of near-miss accidents 未遂事故數量		0	0
	Number of fire accidents 火災事故數量		0	0
	Number of traffic accidents 交通事故數量		0	0
	Work-related injuries per 1,000 workers 每1,000名員工的工傷數		0	0
	Lost days due to work-related injury 因工傷損失工作日數		0	0
	Work-related fatalities 因工作關係死亡人數		0	0
	Percentage of employees who received physical health checkup 接受健康檢查的僱員比例		100%	100%
	<b>Education on Occupational Safety and Health</b>			
	職業健康與安全教育			
	Total person-hours training 培訓總人次		1,091	–
	Total training hours 培訓總時數		130	–
	Percentage of employees trained 受培訓僱員比例		100%	–

Environment  
環境

	Unit 單位	2016	2015
Total Resource Consumption in Offices			
辦公室總資源消耗量			
Electricity 電力	kWh 千瓦時	463,439	300,610
Gasoline 汽油	Litres 公升	16,400	–
Water 水	Tons 噸	1,143	599
Total Resource Consumption in Power Plants			
電站總資源消耗量			
Electricity 電力	kWh 千瓦時	8,893,050	–
Natural Gas 天然氣	m³ 立方米	5,106	–
Gasoline 汽油	Litres 公升	119,717	–
Diesel 柴油	Litres 公升	2,999	–
Water 水	Tons 噸	5,031	–
Replaced photovoltaic panels 更換光伏電池板	Tons 噸	8.51	–
Emissions			
排放物			
Replacement of solar power modules in power plants Waste of photovoltaic panels 更換電站太陽能組件 光伏電池板廢棄物	Tons 噸	8.51	–
Waste in offices and power plants			
辦公室及電站廢棄物			
Recyclable 可回收	Tons 噸	15	6
Non-recyclable 不可回收	Tons 噸	42	12

Environment  
環境



	Unit 單位	2016	2015
<b>Greenhouse Gases Emissions and Intensity</b>			
<b>溫室氣體排放量及強度</b>			
GHG emissions 溫室氣體排放	tCO <sub>2</sub> e 每噸二氧化碳 當量	7,202	—
Scope I 範疇一	tCO <sub>2</sub> e 每噸二氧化碳 當量	1,033	—
Scope II 範疇二	tCO <sub>2</sub> e 每噸二氧化碳 當量	6,169	—
Emission intensity 排放強度	tCO <sub>2</sub> e Per 1 million RMB revenue 每人民幣100萬元 收益之每噸二氧 化碳當量	7.2	—
<b>Environmental Benefits</b>			
<b>環境效益</b>			
Total Photovoltaic Electricity Generation 總光伏發電量	MWh 兆瓦時	1,345,830	859,730
Equivalent to Standard Coal Saved 相當於節約標準煤	Tons 噸	444,124	283,725
Equivalent to Carbon Dioxide Emission Reduced 相當於減少二氧化碳排放	Tons 噸	1,154,722	737,684
Equivalent to Sulfur Dioxide Emission Reduced 相當於減少二氧化硫排放	Tons 噸	11,170	7,136
Equivalent to Nitrogen Oxides Emission reduced 相當於減少氮氧化物排放	Tons 噸	10,363	6,620
Equivalent to Smoke and Dust Emission reduced 相當於減少煙塵排放	Tons 噸	673	430
Equivalent to number of trees planted 相當於種植樹木數目	Million 百萬	63.1	40
Equivalent to number of household's electricity consumption in a year 相當於居民一年用電量之用戶數目		748,000	500,000
<b>Community</b> 社區	RMB'000 人民幣千元	800	3,800

# GRI & HKEX ESG CONTENT INDEX

## 全球報告倡議組織及聯交所 ESG 內容索引

Material Aspects 重大考量面	GRI Indicator GRI指標	ESG Guide ESG指引	Description 說明	Remarks 備註
<b>General standard disclosures</b> 一般標準披露				
Strategy and Analysis 戰略與分析	G4-1	–	Statement from the most senior decision-maker about the relevance of sustainability and organization's strategy 最高決策層就可持續發展相關性及組織策略的聲明	P6-9 第6至9頁
Organizational Profile 組織概況	G4-3	–	Name of the organization 組織名稱	Cover Page 封面
	G4-4	–	Primary brands, products, and services 主要品牌、產品及服務	Inside of Cover Page 封面內頁
	G4-5	–	Location of the organization's headquarters 組織總部地點	Back Cover 封底
	G4-6	–	Number of countries where the organization operates 組織所營運的國家數目	Annual Report P.10-12 年報第10至12頁
	G4-7	–	Nature of ownership and legal form 所有權性質及法律形式	Listed on the HKEX 於聯交所上市
	G4-8	–	Markets served, and types of customers and beneficiaries 組織所服務的市場、客戶及受益人的類型	Annual Report P.123 年報第123頁
	G4-9	–	Scale of the organization 組織規模	Annual Report P.10-12 年報第10至12頁
	G4-10	B1.1	Total number of employees by employment contract, gender and region 按僱用合約、性別、地區的僱員總數	P.41-42 第41至42頁
	G4-11	–	Percentage of total employees covered by collective bargaining agreements 獲集體談判協議保障的僱員總數百分比	None of our employees are covered by collective bargaining agreements 我們的僱員概無 獲集體談判協議 保障
	G4-12	B5.1	Description of supply chain 供應鏈描述	P.34-37 第34至37頁

Material Aspects 重大考量面	GRI Indicator GRI指標	ESG Guide ESG指引	Description 說明	Remarks 備註
	G4-13	–	Significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain 報告期間內有關組織規模、結構、所有權或其供應鏈的重大變動	No Significant Change 並無重大變動
	G4-14	–	Whether and how the precautionary approach or principle is addressed by the organization 組織是否及如何按預防措施或原則行事	P.26 第26頁
	G4-15	–	Externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses 組織參與或支持由外界發起的經濟、環境及社會公約、原則或其他倡議	P.11-13, 33 第11至13頁，第33頁
	G4-16	–	Memberships in associations and national/international advocacy organizations 組織加入的協會及國家／國際性倡議組織	P.33 第33頁
Material Aspects and Boundaries 重大考量面與邊界	G4-17	–	All entities included in the organization's consolidated financial statements or equivalent documents 組織綜合財務報表或同等文件包括的所有實體	Annual Report P.134-137 年報第134至137頁
	G4-18	–	Process for defining the report content and the Aspect Boundaries; and how the organization has implemented the Reporting Principles for Defining Report Content 界定報告內容及考量面的邊界的程序；以及組織如何實施界定報告內容的報告原則	P.15-19 第15至19頁
	G4-19	–	All the material aspects identified in the process for defining report content 界定報告內容程序中所確定的所有重大考量面	P.15-17 第15至17頁
	G4-20	–	The aspect boundary for each material aspect within the organization and whether the aspect is material for all entities within the organization 組織內各項重大考量面的考量面邊界以及該考量面是否對組織內的所有實體均屬重大	P.17 第17頁
	G4-21	–	Whether the aspect boundary for each material aspect outside the organization 組織外各項重大考量面的考量面邊界	P.17 第17頁
	G4-22	–	Effect of any restatements of information provided in previous reports, and the reasons for such restatements 對前期報告所提供資料作出的任何重編之影響，以及有關重編的理由	No restatements 並無重編
	G4-23	–	Significant changes from previous reporting periods in the Scope and Aspect Boundaries 自過往報告期間於範疇及考量面邊界的重大變動	No Significant Changes 並無重大變動



Material Aspects 重大考量面	GRI Indicator GRI指標	ESG Guide ESG指引	Description 說明	Remarks 備註
Stakeholder Engagement 利益相關者參與	G4-24	–	List of stakeholder groups engaged by the organization 組織委聘的利益相關組別列表	P15-19 第15至19頁
	G4-25	–	Basis for identification and selection of stakeholders with whom to engage 選定參與的利益相關者的識別及選定基準	P15-19 第15至19頁
	G4-26	–	Organization's approach to stakeholder engagement 組織就利益相關者參與的方法	P15-19 第15至19頁
	G4-27	–	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns 透過利益相關者參與提出的關鍵主題及關注事項，以及組織如何回應該等關鍵主題及關注事項	P15-19 第15至19頁
Report Profile 報告概況	G4-28	–	Reporting period for information provided 所提供資料的報告期間	P5 第5頁
	G4-29	–	Date of most recent previous report 上一份報告日期	P5 第5頁
	G4-30	–	Reporting cycle 報告週期	P5 第5頁
	G4-31	–	Contact point for questions regarding the report or its contents 有關報告或其內容問題的聯絡人	P5 第5頁
	G4-32	–	GRI Index with "in accordance" option chosen and references to External Assurance Reports 選擇「符合」方案及參照外部鑒證報告的GRI索引	P5, 67 第5頁，第67頁
	G4-33	–	Organization's policy and current practice with regards to seeking external assurance for the report 有關尋求報告的外部鑒證之組織政策及現行做法	The Company will seek external assurance when appropriate 本公司將適時尋求外部審核
Governance 治理	G4-34	–	Governance structure of the organization, including committees of the highest governance body and Those responsible for decision-making on economic, environmental and social impacts 組織管治架構，包括最高管治機構的各委員會以及負責就經濟、環境及社會影響作出決策的委員會	P15 第15頁

Material Aspects 重大考量面	GRI Indicator GRI指標	ESG Guide ESG指引	Description 說明	Remarks 備註
Ethics and Integrity 商業倫理與誠信	G4-56	—	Describe the organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics 對組織的價值、原則、標準及行為規範的說明，如操作守則及道德守則	P6 第6頁
<b>Performance indicators</b> 績效指標				
1. Economic 經濟				
Economic Performance 經濟績效	G4-EC1	B8.2	Direct economic value generated and distributed 所產生和分配的直接經濟價值	P.59-60 第59至60頁
2. Environmental 環境				
Energy 能源	DMA	A2	Report how the organization manages the material Aspect or its impacts 對組織如何管理重大考量面或其影響進行報告	P.26-28 第26至28頁
	G4-EN3	A2.1	Energy consumption within the organization 組織內部能源消耗量	P.27 第27頁
	G4-EN6	A2.3	Reduction of energy consumption 減少能源消耗量	P.28 第28頁
Water 水	DMA	A2	Report how the organization manages the material Aspect or its impacts 對組織如何管理重大考量面或其影響進行報告	P.29 第29頁
	G4-EN8	A2.2	Total water withdrawal by source 按源頭劃分的總耗水量	P.29 第29頁
		A2.4	Issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved 求取適用水源上的問題，以及提升用水效益計劃及所得成果	P.29 第29頁

Material Aspects 重大考量面	GRI Indicator GRI指標	ESG Guide ESG指引	Description 說明	Remarks 備註
Emissions 廢氣排放	DMA	A1, A3	Report how the organization manages the material Aspect or its impacts 對組織如何管理該重大考量面或其影響進行報告	P21-29 第21至29頁
	G4-EN15	A1.1, A1.2	Direct greenhouse gas (GHG) emissions (Scope 1) 直接溫室氣體排放（範疇一）	P28 第28頁
	G4-EN16	A1.1, A1.2	Energy indirect greenhouse gas (GHG) emissions (Scope 2) 能源間接溫室氣體排放（範疇二）	P28 第28頁
	G4-EN19	A1.5	Reduction of greenhouse gas (GHG) emissions 減少溫室氣體排放	P28 第28頁
Effluents and Waste 污水和廢棄物	DMA	A1, A3	Report how the organization manages the material Aspect or its impacts 對組織如何管理該重大考量面或其影響進行報告	P26-29 第26至29頁
	G4-EN23	A1.3, A1.4, A1.6	Total weight of waste by type and disposal method 按類型及處置方式劃分的廢棄物總重量	P29 第29頁
	G4-EN27	A3.1	Extent of impact mitigation of environmental impacts of products and services 減緩產品及服務對環境的影響程度	P21-25, 29 第21至25頁，第29頁
Compliance 合規	G4-EN29	A1(b)	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations 違反環境法律和法規被處巨額罰款的金額，以及所受罰款以外之制裁的次數	We were not aware of any significant non-compliance in 2016 我們於2016年無獲悉任何重大違規情況
3. Social – Labour Practices and Decent Work 社會 — 勞工實踐和體面工作				
Employment 僱傭	DMA	B1	Report how the organization manages the material Aspect or its impacts. 對組織如何管理該重大考量面或其影響進行報告	P41-50 第41至50頁
	G4-LA1	B1.2	Total number and rates of new employee hires and employee turnover by age group, gender, and region 按年齡組別、性別及地區劃分的新聘僱員及僱員流失總數量及比率	P43, 62 第43頁，第62頁



Material Aspects 重大考量面	GRI Indicator GRI指標	ESG Guide ESG指引	Description 說明	Remarks 備註
Occupational Health and Safety 職業健康與安全	DMA	B2	Report how the organization manages the material Aspect or its impacts. 對組織如何管理該重大考量面或其影響進行報告	P.52-55 第52至55頁
	DMA-b	B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法	P.52-55 第52至55頁
	G4-LA6	B2.1-2.2	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender 按地區及性別劃分的工傷類型及工傷、職業病、損失工作日數及缺勤比率以及因公死亡的總人數	P.52 第52頁
Training and Education 培訓與教育	DMA	B3	Report how the organization manages the material Aspect or its impacts. 對組織如何管理該重大考量面或其影響進行報告	P.56-58 第56至58頁
		B3.1	The percentage of employees trained by employee category (e.g. Senior management, middle management, etc.) 按僱員類別（如高級管理層、中級管理層等）劃分的受訓僱員比例	P.63 第63頁
	G4-LA9	B3.2	The average training hours completed per employee by employee category 按僱員類別劃分的僱員完成受訓的平均時數	P.58 第58頁
Supplier Assessment for Labor Practices 供應商勞工實踐評估	DMA	B5	Report how the organization manages the material Aspect or its impacts. 對組織如何管理該重大考量面或其影響進行報告	P.35-36 第35至36頁
4. Social – human rights 社會 — 人權指標				
Child Labour 童工	DMA	B4	Report how the organization manages the material Aspect or its impacts. 對組織如何管理該重大考量面或其影響進行報告	P.41 第41頁
	G4-HR5	B4.1	Operations and suppliers identified as having significant risk for incidents of child labour, and measures to contribute to the elimination of all forms of child labour 已發現具有嚴重使用童工風險的營運據點和供應商，以及採取有助於杜絕所有形式童工所採取的措施	P.41 第41頁

Material Aspects 重大考量面	GRI Indicator GRI指標	ESG Guide ESG指引	Description 說明	Remarks 備註
Forced or Compulsory Labour 強迫或強制勞工	DMA	B4	Report how the organization manages the material Aspect or its impacts. 對組織如何管理該重大考量面或其影響進行報告	P.41 第41頁
	G4-HR6	B4.2	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labour, and measures to contribute to the elimination of all forms of forced or compulsory labour 已發現具有嚴重使用強迫或強制勞工風險的營運據點和供應商，以及採取有助於杜絕所有形式強迫或強制勞工所採取的措施	P.41 第41頁
Supplier Human Rights Assessment 供應商人權指標評估	DMA	B5	Report how the organization manages the material Aspect or its impacts. 對組織如何管理該重大考量面或其影響進行報告	P.34-37 第34至37頁
5. Social – society 社會 — 社會指標				
Local Communities 當地社區	DMA	B8	Report how the organization manages the material Aspect or its impacts. 對組織如何管理該重大考量面或其影響進行報告	P.59-60 第59至60頁
	G4-SO1	B8.1	Percentage of operations with implemented local community engagement, impact assessments, and development programs 實施當地社區參與、影響評估和發展計劃的營運業務比例	P.59-60 第59至60頁
Anti-Corruption 反貪腐	DMA	B7	Report how the organization manages the material Aspect or its impacts. 對組織如何管理該重大考量面或其影響進行報告	P.37 第37頁
	DMA-b	B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored 描述預防措施及舉報程序，以及相關執行及監察方法	P.39 第39頁
	G4-SO5	B7(b), B7.1	Confirmed incidents of corruption and actions taken 已確認貪腐事件及所採取措施	We were not aware of any reported incident in 2016 我們於2016年無接獲任何報告個案
Compliance 合規	G4-SO8	B1(b), B2(b), B4(b), B7(b)	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations 違反法規被處巨額罰款的金額，以及所受罰款以外之制裁的次數	We were not aware of any significant non-compliance in 2016 我們於2016年無獲悉任何重大違規情況

Material Aspects 重大考量面	GRI Indicator GRI指標	ESG Guide ESG指引	Description 說明	Remarks 備註
Supplier Assessment for Impacts on Society 供應商社會影響評估	DMA	B5	Report how the organization manages the material Aspect or its impacts. 對組織如何管理該重大考量面或其影響進行報告	P.34-37 第34至37頁
6. Social – product responsibility 社會 – 產品責任				
Customer Health and Safety 客戶健康與安全	DMA	B6	Report how the organization manages the material Aspect or its impacts. 對組織如何管理該重大考量面或其影響進行報告	P.31-34 第31至34頁
	DMA-b	B6.1, B6.4	Percentage of total products sold or shipped subject to recalls for safety and health reasons 已售或已運送產品總數中因安全與健康理由而須回收的比例 Description of quality assurance process and recall procedures 描述質量檢定過程及產品回收程序	We are dedicated to providing reliable green energy 我們致力於提供可靠的綠色能源
Product Service and Labeling 產品服務與標籤	DMA	B6	Report how the organization manages the material Aspect or its impacts. 對組織如何管理該重大考量面或其影響進行報告	P.31-34 第31至34頁
Customer Privacy 客戶隱私	DMA	B6	Report how the organization manages the material Aspect or its impacts. 對組織如何管理該重大考量面或其影響進行報告	P.38 第38頁
	DMA-b	B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored 描述消費者資料保障及私隱政策，以及相關執行及監察方法	P.38 第38頁
	G4-PR8	B6.2	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data 經證實關於侵犯客戶隱私權及遺失客戶資料的投訴總數	We were not aware of any complaints regarding data breaches 我們無接獲任何有關資料外洩的投訴
Compliance 合規	G4-PR9	B6(b)	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services 因產品與服務的提供與使用而違反法律和規定被處巨額罰款的金額	We were not aware of any significant non-compliance in 2016 我們於2016年無獲悉任何重大違規情況
Protecting Intellectual Property Rights 保障知識產權	–	B6.3	Description of practices relating to observing and protecting intellectual property rights 描述與維護及保障知識產權有關的慣例	P.38 第38頁



# FEEDBACK

## 讀者反饋

Dear reader,

Thank you for taking the time to read the Panda Green Energy Group Limited 2016 ESG Report. In order to further improve our ESG management and report quality, your comments and suggestions are very much appreciated and we hope you will help us to continuously improve our work.

You may contact us via:

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Report Team  
July 2017

Please respond from 1 to 5 (1 being the lowest and 5 being the highest) on the following questions:

尊敬的讀者：

您好！

非常感謝您在百忙之中閱讀《熊貓綠色能源集團有限公司ESG報告》。為了進一步提升聯合光伏的ESG管理工作和報告編製的質量，我們誠摯邀請您對本報告提出寶貴的意見與建議，幫助我們持續改進。我們將充分考慮您的意見與建議，並承諾妥善保護您的信息不被第三方獲取。

您可通過以下方式聯繫我們：

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報告編寫組  
2017年7月

針對下列問題，請您按1分至5分進行評分  
(1為最低分，5為最高分)

1. Your overall opinion on this report 您對本報告的總體評價	
2. Whether this report reflects significant environmental and social impacts of us 您認為本報告能否反映公司對環境和社會的重大影響	
3. Your overall opinion on our ESG performance 您對本公司在ESG實踐成效方面的總體評價	
4. Your overall opinion on our ESG disclosure 您對本報告中ESG信息披露程度的總體評價	
5. Your overall opinion on the format and design of this report 您對本報告的版式與設計的總體評價	

Other comments:

請您在此提出其他意見與建議：

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Your Contact Information:

您的聯繫資料：

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